Technical Interviewing Workshop

Check out the prerequisites at http://bit.ly/tech-int-prereqs

View these slides at http://bit.ly/tech-int-present

Van Boughner • April 20, 2019
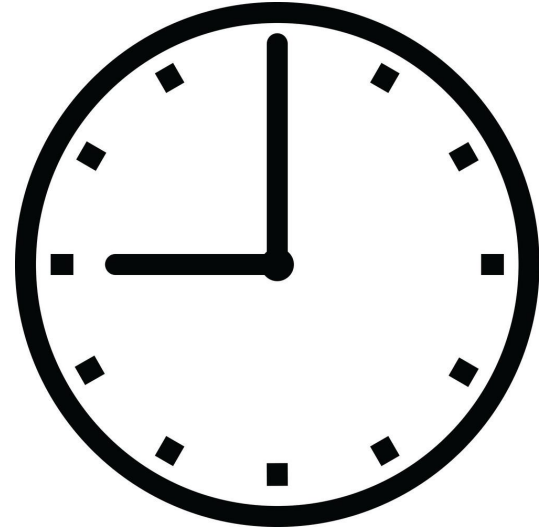
codechix

Dev Pulse Con

Congratulations!

You made it on-time for this workshop.

Naturally you've noticed that being on-time is a key skill that serves you well throughout your career.

For a job search it's critical:

- Respond quickly to phone calls and email
- Show up perfectly on-time for any interview

Workshop Staff

Instructor: Van Boughner

Teaching Assistants:

- Priyanka Surakanti
- Eric Han
- Lieu Ta
- Rupa Dachere

Purpose

You are intelligent, highly-educated, technically-skilled, and hard-working!

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Let's practice together, to make that obvious to anyone that interviews you.

This group has a tremendous amount of knowledge to share!

Preparation for Later

Prepare for the 2nd half of workshop:

- Your resume

- "Tell me about yourself"

- "Talk about a project you are proud of"

More details at
http://bit.ly/tech-int-prereqs

First Half (9:15 - 10:30 am)

Skills needed in a job search

Types of interview questions

Groups demonstrate what they have learned

| 10 mins | 10 mins | 10 mins | 15 mins | 30 mins |

Volunteers receive questions for Lightning Round

Divide up into large groups to discuss each type of question

Second Half (10:45 - noon)

Practice "Tell me about yourself" in small groups

Resume building - review in pairs

Wrap up and Review

| 15 mins | 15 mins | 15 mins | 20 mins | 10 mins |

Practice "Talk about one of your projects" in small groups

Lightning Round - audience members demonstrate answering questions

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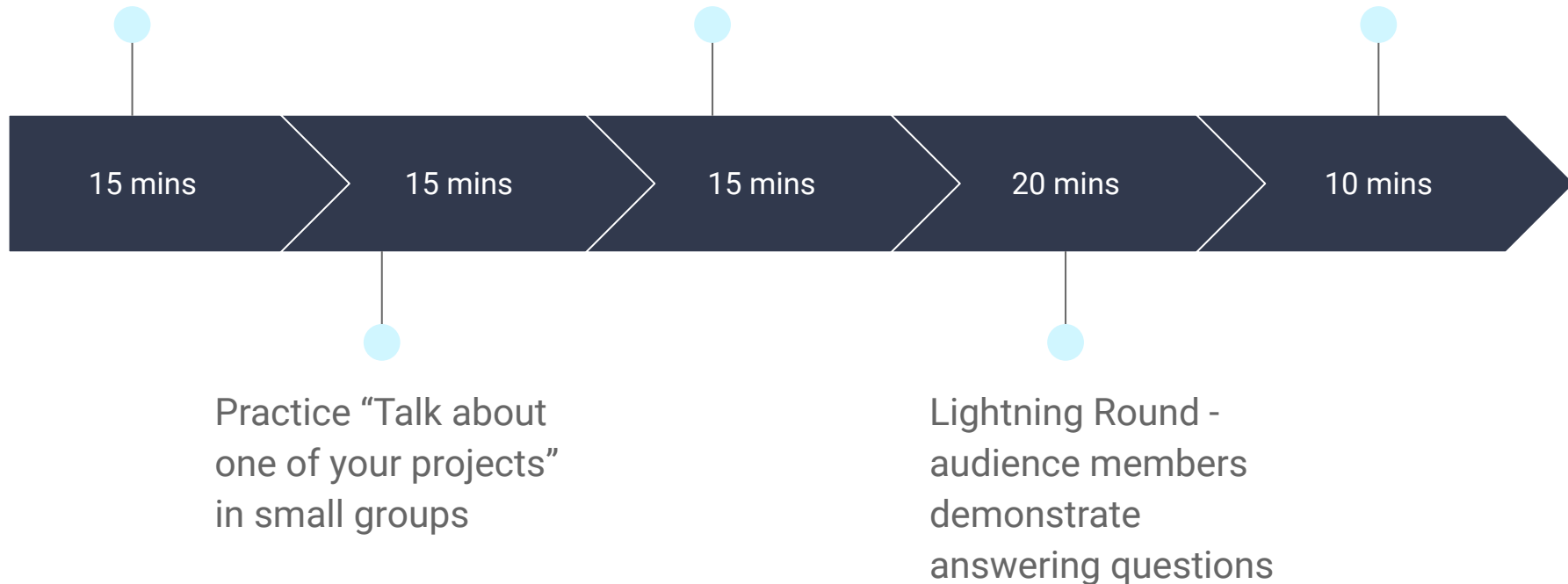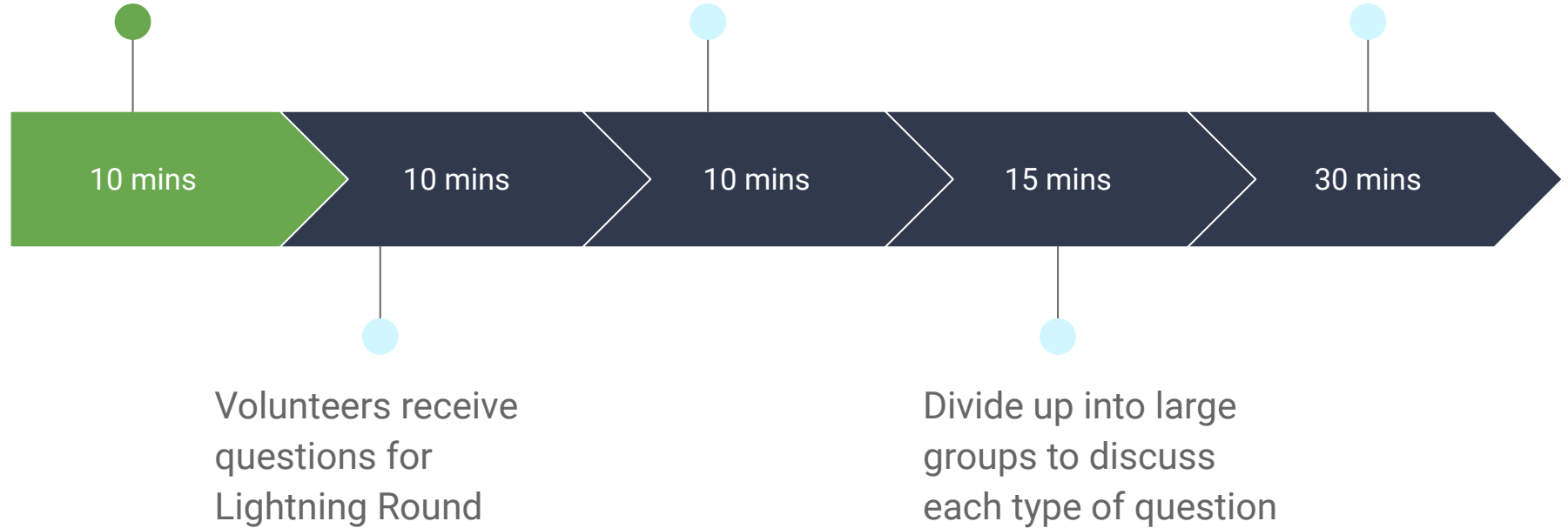| 10 mins | 10 mins | 10 mins | 15 mins | 30 mins |

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Skills Needed for a Job Search

What you need to do for a successful job search:

- Understand Yourself
- Build Your Resume
- Prepare for Interviews
- Find Job Openings
- Contact People
- Keep Records

Understand Yourself

A job search begins with you:

- What roles have you enjoyed?
- What technical areas are interesting to you?
- What are your strengths?
- What is your next career step?
- What do you dislike?

Build Your Resume

Key resume guidelines:

- 2 pages or less
- technical skills easy to locate
- previous roles clearly laid out
- your impact is measured
- make more than one version

Build Your Resume

Format:

- professional appearance
- 4 bullet points in each role
- use a positive verb (created, built, fixed etc.)
- use a unit and a measurement (what and how many)

Prepare for Interviews

Being ready to answer any question you are asked is a worthy challenge.

You don't have to be perfect.

Be better than most candidates at most things and be a good fit.

It's a numbers game, you cannot possibly please every interviewer.

Say to yourself: I am enough.

Prepare for Interviews

How do you deal with a question that is vague or you don't know?

Ask for clarification

Admit when you don't know

Talk about how you would find out

Discuss how you've handled something similar in the past

.

Prepare for Interviews

Do you need new skills?

Interview preparation time is an excellent opportunity to hone your skills.

Motivation to learn new things is high during this time.

Find Job Openings

Channels:

- your network
- company postings
- recruiters
- job boards

Find Job Openings

LinkedIn is helpful for:

- learning about companies
- finding jobs
- utilizing your contacts
- promoting yourself

Contact People

Key points:
- let your friends know you are looking early on
- find your contacts at companies using LinkedIn
- use your contacts first before applying on a company website
- always respond promptly to everyone

Keep Records

It quickly becomes impossible to remember everyone you've spoken with.

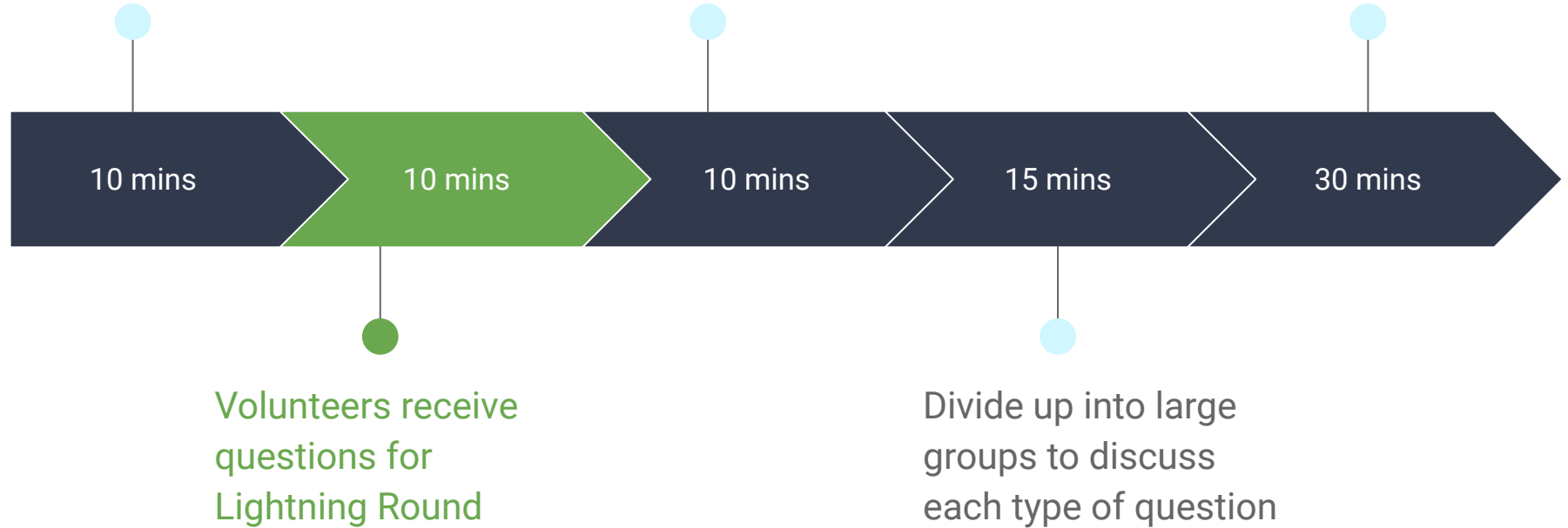Create a table and record something after every communication.

Columns: company, role, contact person, resume version, salary range, stage of application, dates of contact

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Lighting Round Question

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At the end of the workshop you will be given an opportunity to come to the front and demonstrate your answer to this interview question.

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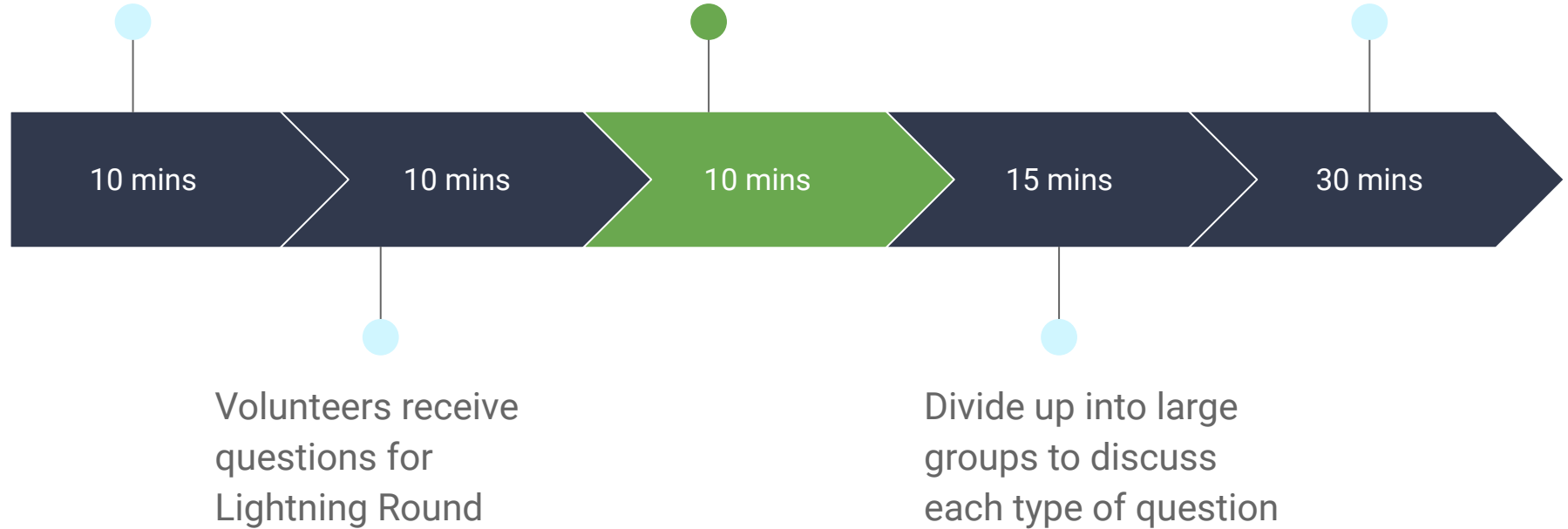
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Types of Interview Questions

Key Questions Types:

- Architecture
- Algorithm
- Domain Expertise
- Fit for Role

Architecture

Architecture questions test the depth of your ability to design a system or application.

Typically you don't write code.

It's a creative exercise. You are handed a problem and need to come up with ideas about how to solve it.

Mirrors the work tasks where you need to brainstorm with others.

Algorithm

Algorithm questions are classic coding problems that can be solved on a whiteboard in 20-30 minutes.

Practice with another person or practice for these online, using a site like LeetCode or HackerRank.

Consider buying the book "Cracking the Coding Interview" by Gayle Laakmann McDowell

Talk about your thought process.

Domain Expertise

There will be interview questions based on technical knowledge required for the role.

This could be language specific (e.g. JavaScript, Java, Python, etc).

Or it could be based on domain experience (project planning, UX experience, design, etc.)

Fit For Role

Questions regarding fitness for a role typically take a form that confirms you are right for the role.

Are you interested in this kind of work?

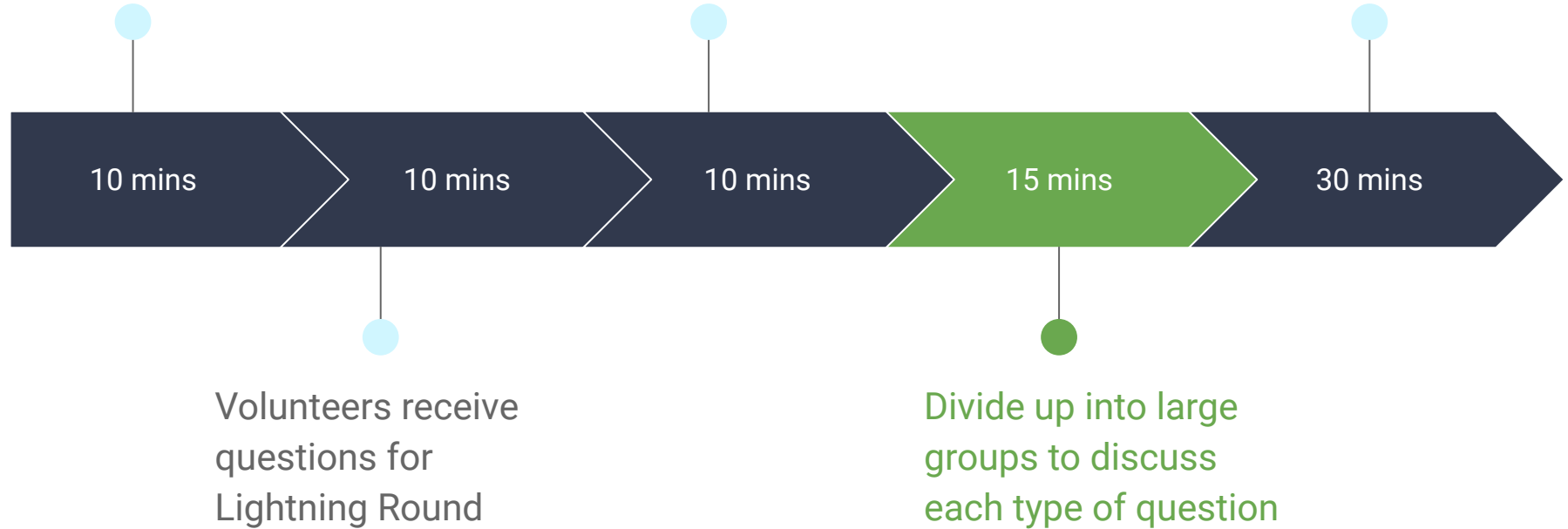Do you understand what the company does?

Are you familiar with common industry practices for teams performing your kind of work?

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Discussion Groups

Key Questions Types:

- Architecture
- Algorithm
- Domain Expertise
- Fit for Role

Groups of 5-15 people + 15 minutes:

- Cover one type of question
- Brainstorm about questions
- Choose one question as an example
- Practice answering the question
- Nominate someone to demonstrate the question (time limit is 2 minutes)

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Group Demonstrations

Question Types:

- Architecture
- Algorithm
- Domain Expertise
- Fit for Role

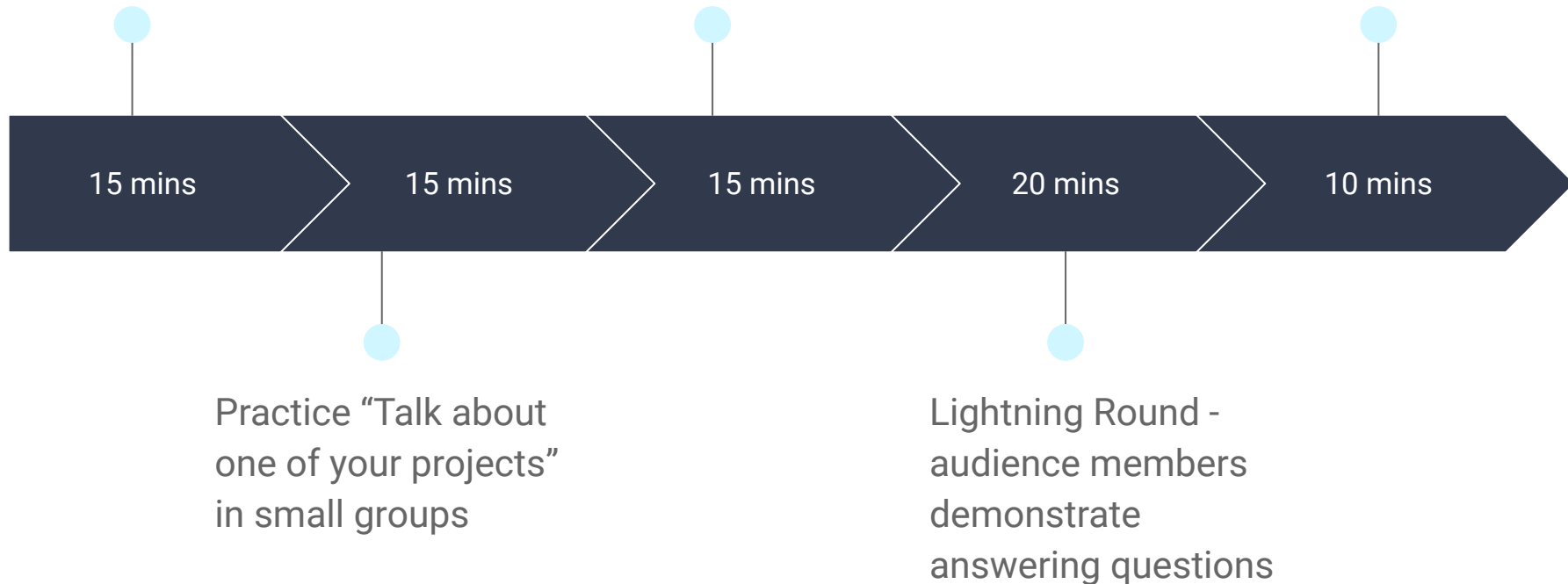Each Group has 2 minutes:

- Demo answering a question

What you can expect after the break (10:45 - noon)

Practice "Tell me about yourself" in small groups

Resume building - review in pairs

Wrap up and Review

| 15 mins | 15 mins | 15 mins | 20 mins | 10 mins |

Practice "Talk about one of your projects" in small groups

Lightning Round - audience members demonstrate answering questions

Break

Prepare for the 2nd half of workshop:

- Your resume

- "Tell me about yourself"

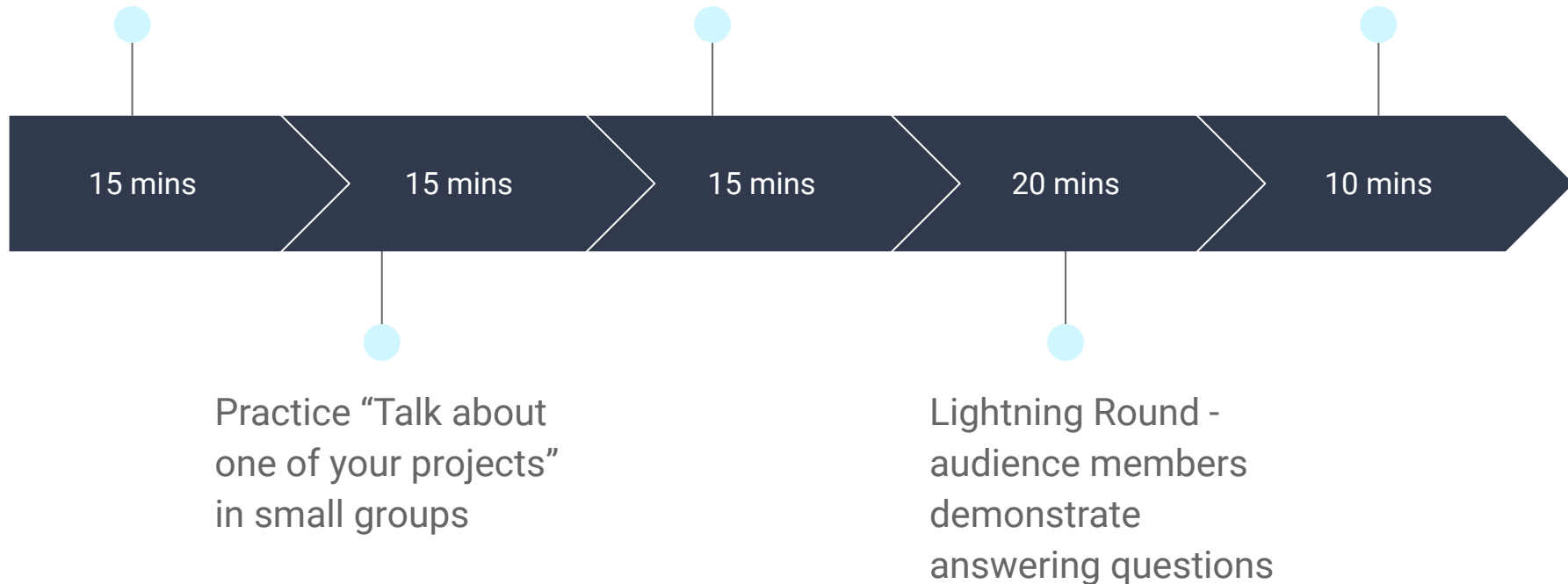- "Talk about a project you are proud of"

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Second Half (10:45 - noon)

Practice "Tell me about yourself" in small groups

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Wrap up and Review

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Wrap up and Review

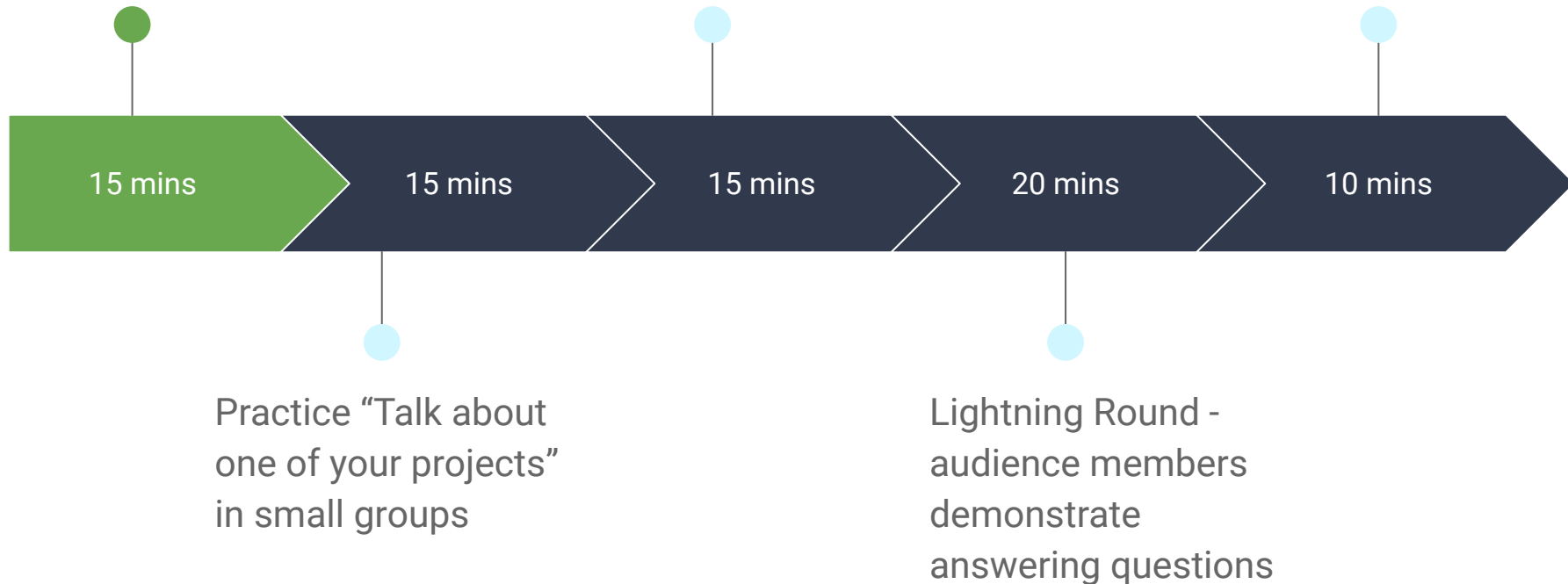| 15 mins | 15 mins | 15 mins | 20 mins | 10 mins |

Practice "Talk about one of your projects" in small groups

Lightning Round - audience members demonstrate answering questions

Tell Me About Yourself

Small groups 2-4 people + 15 min

Answer the invitation to talk about a project that you are proud of
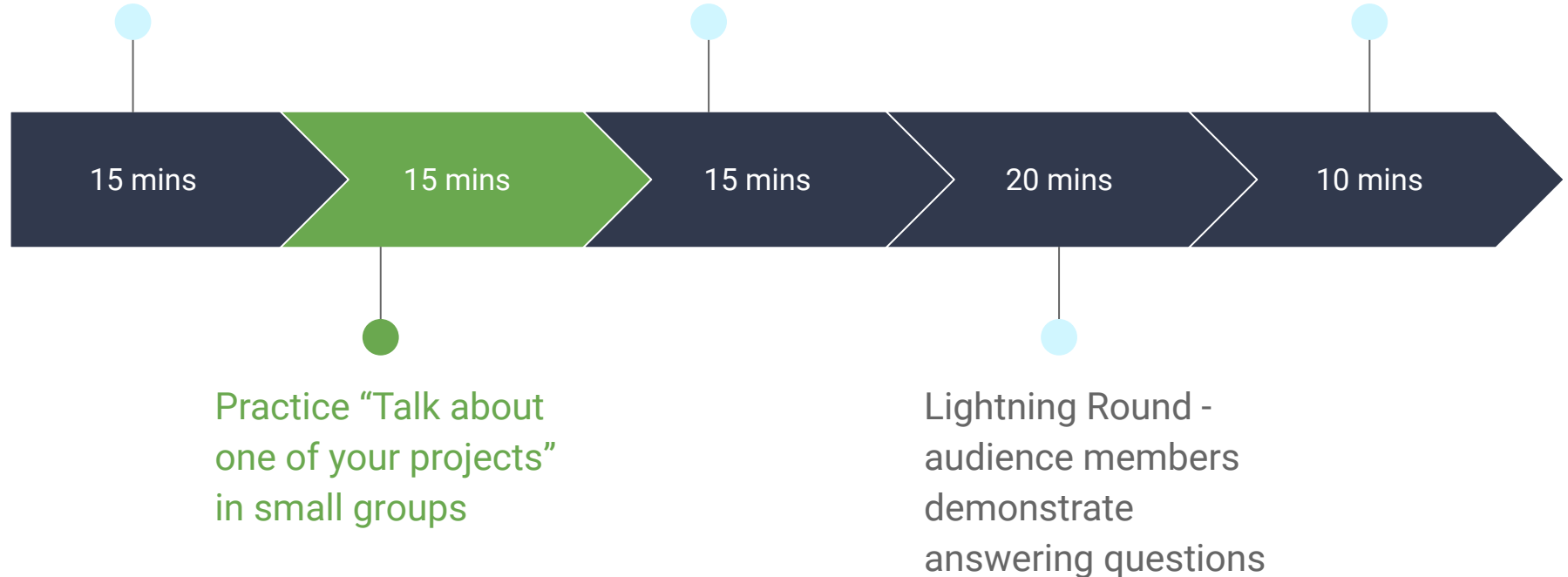
Areas you can cover:
- Why did you get into this field?
- What are the highlights of what you have done?
- If possible, tailor this answer to the role you are applying for
- Make it a quick overview of who you are and how you can contribute

Second Half (10:45 - noon)

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Wrap up and Review

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Practice "Talk about one of your projects" in small groups

Lightning Round - audience members demonstrate answering questions

Talk About one of your Projects

Small groups 2-4 people + 15 min

Answer the invitation to talk about a project that you are proud of
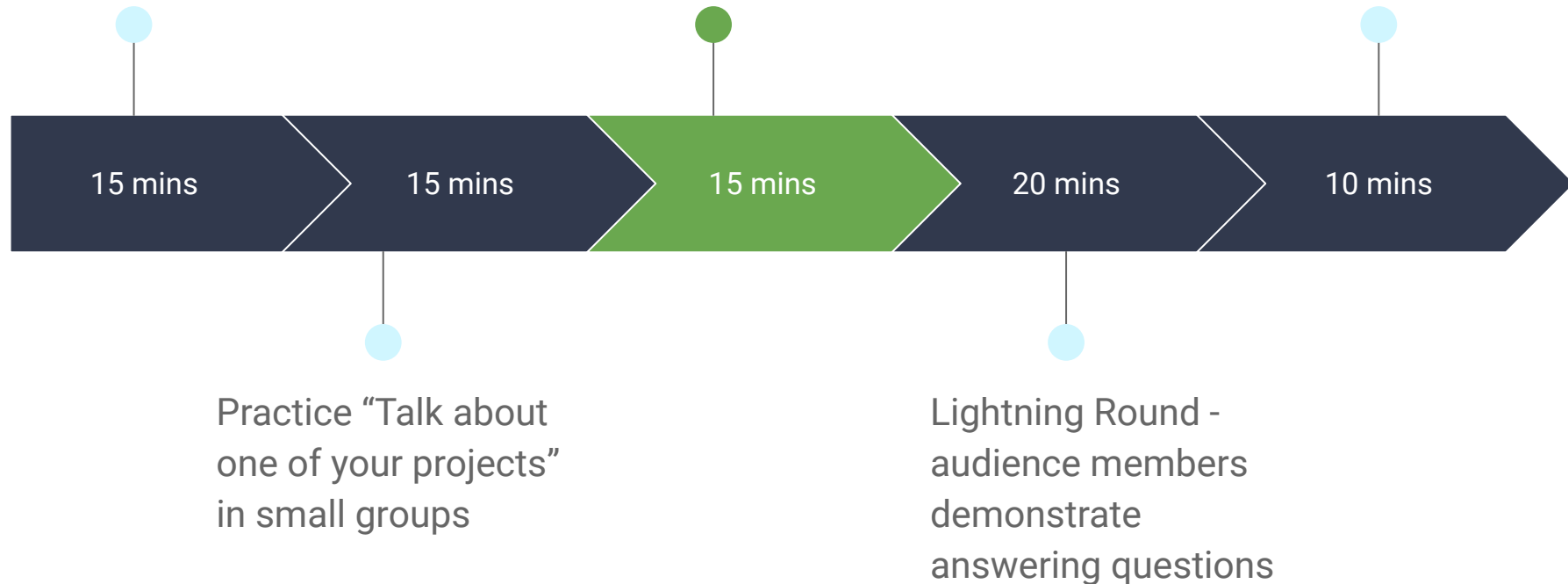
Areas you can cover:
- How did you solve problems that came up?
- Why did you make certain choices?
- What did you learn?
- What was the impact on the business, product, UX, etc.

Second Half (10:45 - noon)

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Practice "Talk about one of your projects" in small groups

Lightning Round - audience members demonstrate answering questions

Resume Building

Small groups 2-4 people + 15 min

Review each other's resumes

If you don't have a resume, review your LinkedIn profile

If you don't have that, work with your partners to build bullet lists of your achievements at each job.
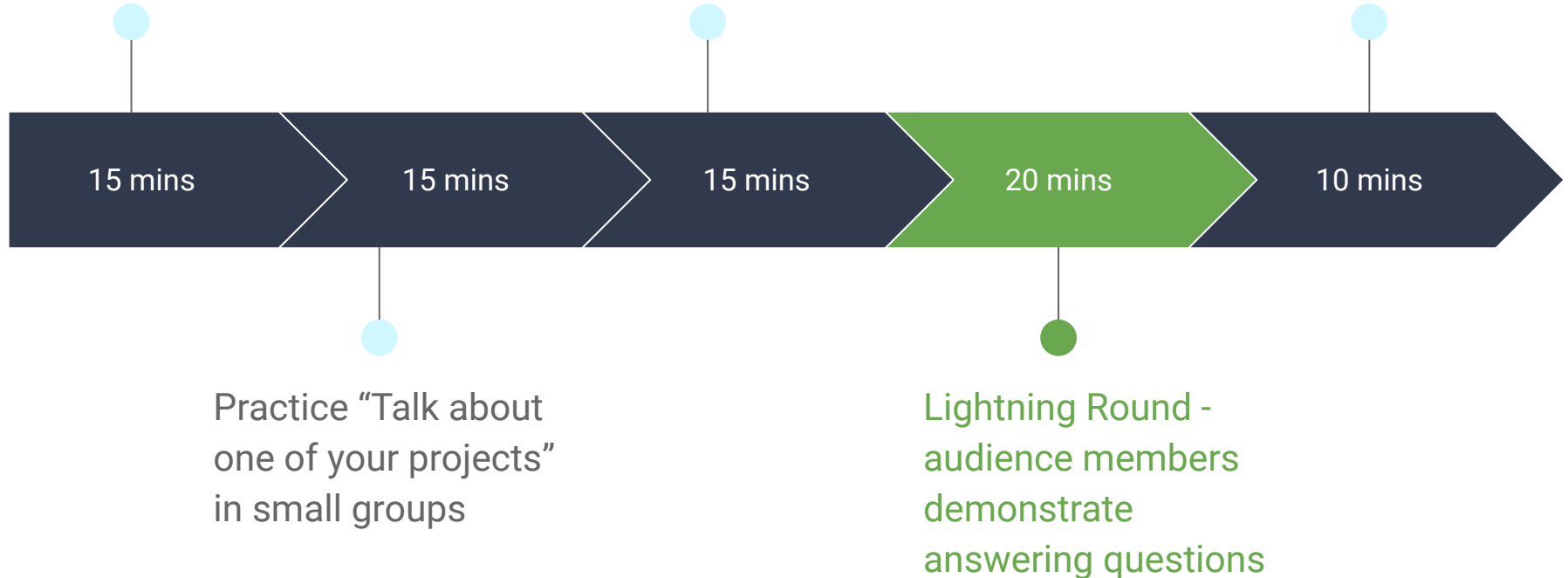
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Practice "Talk about one of your projects" in small groups

Lightning Round - audience members demonstrate answering questions

Lightning Round

These were questions that helpful audience members accepted earlier.

Let's have them come up and demonstrate their answers.

Thank you brave volunteers!

Lighting Round Question

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There are no wrong answers, whatever you share with audience will help everyone learn.

Please prepare an answer to the question on the right that is no more than 2 minutes long.

Question:

Pretend I'm not a tech person. Can you explain [a relevant technology] in simple terms?

(you choose the technology, something you have on your resume)

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Question:

How do you keep your technology skills current?

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Question:

What qualities do you think are most important in a [relevant position]?

(choose a position you are familiar with, like one you are likely to apply for)

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Question:

Can you tell me about a time when things didn't go the way you wanted at work, such as a project that failed?

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Question:

What is one of your weaknesses?

(suggestion: choose an authentic weakness, and talk about how you are aware of it, and what you do to overcome it)

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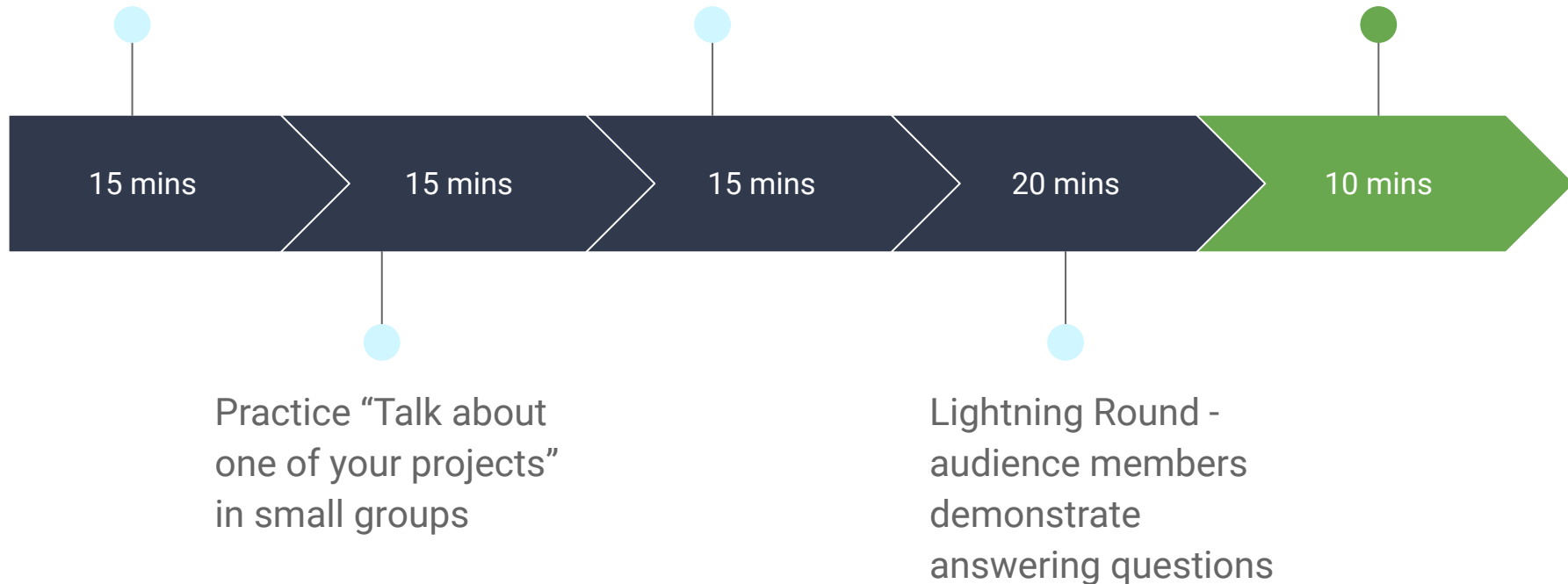
Question:

Why are you leaving your company?

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Skills in a Job Search

What you do in a successful job search:

- Understand Yourself
- Build Your Resume
- Prepare for Interviews
- Find Job Openings
- Contact People
- Keep Records

Key Questions

Many interviewers make up their mind in the first 5 minutes

Put in extra practice on:
- Greeting with Energy
- "Tell Me About Yourself"
- "Talk About a Project"

5 MINUTES

Types of Interview Questions

Key Question Areas:

- Architecture
- Algorithm
- Domain Expertise
- Fit for Role

Choose the Right Job

Your successful job search ends with you choosing between job offers.

Key considerations:

- People
- Project
- Career
- Money
- Travel

What is the priority order of this list for you?

Good luck with your next job search!

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Find me at https://www.linkedin.com/in/vboughner/

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