

Questions

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What do you expect me to accomplish in the first 60 to 90 days?

They want to make a difference--right away.

How would you describe the company culture? How do team members communicate?

What are the common attributes of your top performers?

Great candidates also want to be great long-term employees. Great candidates want to know, because 1) they want to know if they fit, and 2) if they do fit, they want to be a top performer.

What are a few things that really drive results for the company?

* What are the goals of this department?

Great candidates want to know what truly makes a difference. They know helping the company succeed means they succeed as well.

What do employees do in their spare time?

* Do they develop small project in their spare time? (Such as open source project)

Happy employees 1) like what they do and 2) like the people they work with.

How do you plan to deal with...?

* What is the challenge of this company(department)?
* What distinguishes your company from its competitors?
(Note: Even better, name specific competitors.)

Every business faces a major challenge

A great candidate doesn't just want to know what you think; they want to know what you plan to do--and how they will fit into those plans.

How long have you been in this company? How you achieve this job role? What's your plan for the future?

* What do you like most about working for this company? What keeps you here?
* Is there anything you dislike about this company?