Real Portland Technical Interview Questions

<u>Technical (Trivia)</u>
1. How to launch an app on Heroku
2. What's the difference between inline and inline-block in CSS?
3. What's your favorite thing about JavaScript?
4. How do you handle a difficult problem in code?
5. Architecture or Engineering?
6. Windows or Mac?
7. Are you a hacker?
8. Describe MVC architecture and what each component is. What is MVVM?
9. Describe your experience with Angular JS.
10. What is an anonymous function?
11. What is the bootstrap grid system?
12. How do you keep up with tech trends?
13. What podcasts do you watch or online articles do you read?
14. [I was asked to write] code in front of a computer. They gave me HTML and CSS code, and gave me a list of things to change, mostly to gauge how familiar i am with CSS/jQuery.
15. Describe object oriented programming and explain the benefits.
16. They asked a lot of questions about how I implemented user authentication on some previous projects.
17. The tech interview consisted of looking at some code examples (Java) and identifying all the bugs or anything questionable.
18. Attempted to solve about 5 HTML, CSS, and JavaScript questions. I got the feeling it was more about showing how I was working through the problem and researching how to solve the problem.
19. What are the steps you take in solving a problem?

<u>Whiteboard</u>
1. Given an array of numbers from 1 to 100. Create and return a new array that contains the numbers greater 20 and less than or equal to 80.
2. Given an array of numbers from 1 to 100. Loop through the array and print out foo for multiples of 3 and bar for multiples of 5.
3. I was sent an Excel spreadsheet and asked to create a presentation based on the data.
4. Use JavaScript to click a button and make something happen

Real Portland Behavioral Interview Questions

1. Tell us about a time there was a disagreement...what was it about and how was it resolved?
2. Tell us about a time you made a mistake...what did you learn and how did you handle it?
3. What do you know about our company?
4. Tell me about your most significant achievement in your last job?
5. Tell me about a time when you had to deal with a difficult client or coworker?
6. Tell me what you did in your last job to help foster teamwork?
7. Give me an example of when you had to sell your boss on a new idea?
8. Give me an example of how you dealt with an employee who was not performing up to expectations?
9. Recall for me a time when you disagreed with your boss and/or company policy and what you did about it
10. Tell me about the most significant mistake you have made, how you handled it, and what you learned from it?
11. Best and worst thing about current or last Job?
12. What's the single thing your education has not prepared you for?
13. If there is a skill set or knowledge base you wish you had what is it? why?
14. What qualities do you feel a successful manager should have?
15. What's the difference between leadership and management?
16. What's your approach when solving for a known problem versus a potential opportunity?
17. What do you believe that no one else does? Convince me why you are right.
18. Tell me about a digital marketing campaign that you were involved in from the beginning to the end. What was the outcome and what did you learn about it? Was it successful? What would you do differently?
19. Why did you leave your last job?
20. What do you want in your career? What do you want in this job?
21. I was asked about diversity and how I would handle a diverse workforce.
22. The interview started with a personality test. There were 16 groups of 8 adjectives on a piece of paper, and I was instructed to indicate which word most described me, and which least described me. I'm unsure if they put all of their interviewees through this process, or only the ones applying for a customer-facing position. After I finished the personality test, the interviewers came in (there were two of them). They started with "tell me about yourself." After that, we talked in general about my previous role, and discussed my previous customer service experience, as this is a customer-facing position. They were not reading from a list of predefined questions that they ask every candidate, but seemed to be trying to get a feel for if I would be a good cultural fit. Somewhere in there, they also asked where I wanted to be in five years, or something similar about my future.
23. Describe a situation where a team disagreed strongly with an idea you had and how you handled it
24. Describe a time when you had to collaborate on a team
25. Took a personality test, which was about 25 questions with 4 answers where you pick the most relevant and least relevant answer to you
26. How do you deal with a customer that is unhappy?

Sr C# Developer insight

Phone screen questions to try to round down the selection process. These guys would do just as well to just flip a coin to eliminate people as their process is almost never statistically valid in that they don't ask enough questions. There are literally 100,000 questions they might ask, (Because these questions are vocabulary tests) and as an interviewee who is skilled in the topic areas, the results will follow a bell curve with them. Since most people use this technique, it makes it all about the numbers to get by this stage. I have sometimes scored perfect for jobs I was barely qualified for, and missed them all for jobs I was immensely qualified for. Often, they will ask for as many as ten skill sets on the description, and then ask specific questions from only one or two of them.

1. What is a class in CSS
2. What are elements in HTML
3. What are the seven abstractions in network communications
4. What is DNS
5. What is a join, and give an example of using it
6. What are the levels of Normalization in a database design

Support staff ask a series of questions and match the responses to an answer sheet. They are looking for a match of another keyword that is in their list. Typical questions are:

1. Name the differences between an abstract class and an interface.
2. What does encapsulation mean?
3. What is inheritance.
4. Name patterns you have used.

Interviewers who are heavy on the HR side ask questions that sound like serious questions that might take a serious person a lot of time to answer, and a deep thinker will almost always fail their interviews. You have to approach these questions as if they were not actually asking the questions they are asking, but something much more superficial. They also are more interested in the idea that you want to work for their particular company, and will ask you what you know about their company.

1. What do you desire out of work?
2. What is truly important to you?
3. Name an example of a time you were behind on several deadlines at once, and how you managed it.
4. Give an example of when you had trouble with a manager, and how you handled it.

Skilled interviewers who also understand the topic ask high level questions where your answers will demonstrate your overall thinking process. They may ask you to do a coding exercise, but unlike the completely unskilled interviewers, they won't ask you to do it on your own and submit it, but will sit with you while you do it, and ask you your thoughts.

1. For WPF, what are your thoughts about creating custom controls?
2. Do you believe that one must always use MVVM for WPF, or can they sometimes put things in the code behind? (The right answer to this is based on the personality of the person, and there is no right answer, so give a reason as to what you answer.)
3. What are your thoughts on Continuous Integration?
4. How do you first approach a project?
5. When might you use Dependency Injection?