

Full Loop Interview Guide



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Welcome to your prep guide for your User Experience (UX) researcher full loop interview at Meta. Our UX researchers put together this guide so you know what to expect and how to prepare.

Interview overview

How will your full loop interview be structured?

Your full loop interview will include multiple 45-minute interviews, including:

- **Research Presentation**
- **Collaboration**
- **Direction**
- **Skill 1**
- **Skill 2**

Specific skills interviews will depend upon the specific role for which you are interviewing: Qualitative, Quantitative or Mixed Method. Please connect with your recruiter if you have not yet received details on your skills interviews.

Presentation interview guidance

The UX Research team moves fast and applying relevant research experience and storytelling are an important part of the day-to-day work for the UX Research position. For the presentation interview, we are looking for you to complete an exercise that will showcase your skills in these areas. We will use any materials you create for this exercise solely to evaluate your candidacy. Once your interview date is finalized, your recruiter will email you formal instructions with details about the presentation and you will have 7-10 days to complete prior to the interview.

What can you expect?

Your presentation should fit comfortably into a 45-minute time frame, which will include approximately 30 minutes to give your presentation and approximately 15 minutes for Q&A. Note that we typically ask questions as they arise, as opposed to at the end of the presentation. The presentation is important, as it shows how you will apply your passion for UX Research before having the team Q&A. Think of it as a conversation with your peers rather than a lecture. It's important to tell the "story" of a well-defined business problem while providing a data-driven narrative, visualization and business impact.

What are we looking for?

During this interview, our interviewers will be assess the following areas:

- Communication and time management.
- Informative data visualization.
- Relevance of content, specifically research and impact.
- Compelling storytelling.
- Ability to engage the audience.

How can you prepare?

As you begin to prepare for your presentation, please consider these tips:

- **Tell the “story” of the project.** Think like you are already a researcher at Meta –consider the challenges, the scope and the methodologies.
- **Provide detail.** As you are preparing, please practice providing sufficient methodological detail so that your mastery of the method(s) is clear.
- **Speak to your choices.** During this interview, be prepared to speak on your choice of method(s), results and impact as well as the possibility of entertaining alternative criteria proposed by the audience.
- **Practice!** Given the 30-minute time limit for your presentation, it is recommended that you take time to practice your presentation to ensure you can cover all content and manage time for introductions and questions. Finding a friend or family member to practice with may be a beneficial use of your preparation time.

General interview guidance

As you begin preparing for your full loop interview, we've put together insight into what to expect for your interview experience overall.

What can you expect?

Hypothetical questions will be a part of the overall interview experience, so be ready to think critically and out loud with your interviewer. We have a very collaborative environment at Meta so it's likely that your interviewer will ask questions to drive the conversation forward, whether you're getting stuck or you're on the right track. A couple other helpful pieces of advice include:

- **Talk through your reasoning.** It helps your interviewer follow along, learn about your problem-solving skills, and provide hints if needed.
- **There is no one right answer.** Sometimes it can feel like there should be a "right" answer to these questions, but this isn't necessarily the case. Our interviews are a platform for critical thinking so it's the journey of how you got to your answer rather than the actual answer that's most important.
- **Know yourself.** Behavioral questions connected to your experience are a part of each conversation. As a researcher, you'll be exposed to a lot of different types of people at different levels. We want to get to know how you approach different types of situations, ranging from difficult conversations and shifting priorities, to driving positive outcomes for important projects and presenting ideas to cross-functional partners.

What are we looking for?

Below are details regarding the 45-minute one-on-one interviews that will occur during your full loop.

Collaboration interview

This interview is designed to understand your experience and skill set in collaborating with your peers and cross-functional teams. This includes the elements of modeling inclusive behavior, effectively communicating relevant information across a variety of mediums and stakeholders and building relationships across a diverse group of people to accomplish mutual goals. Some questions to consider include:

- What does partnering and communicating effectively mean to you?
- How have you worked to build inclusion on team projects in the past?

When preparing, think of specific examples from your experience where collaboration has produced successful results - or missed the mark - and what you learned.

Direction interview

This interview focuses on understanding your experience independently and autonomously influencing or driving the direction of your work or overall strategy. This may encompass embracing ambiguity, building complex systems to solve long-term problems and your ability to assess changing priorities. Some questions to consider include:

- How comfortable are you in embracing ambiguity and reacting nimbly to the unexpected?
- Are you able to embrace complexity to solve both immediate and long-term problems?

During this interview, we would love to hear about how you prioritize and have adjusted to challenging roadblocks in the past so think through specific examples from your experience.

Skills interviews

Every candidate will go through two skills interviews; the content of these interviews will depend upon the specific role for which you are interviewing. At a high level, these interviews include talking through:

- Your approach to a research problem.
- How you organize a research plan.
- The rationale for your choices.
- How you analyze and report your results.

Additionally, you can anticipate talking about why you determine certain methods appropriate or inappropriate for a given research question, how you analyze problems, how you evaluate trade-offs, how you change direction as needed and how your role and contributions have set your team up for success.

More specifically, here are the skills interviews that you might expect:

- For **Mixed Methods** research candidates, one skill interview will assess qualitative expertise (how you design your research, choose the best methods, execute and analyze findings) and the other skill interview will assess quantitative skills, including topics like survey design, method selection, data prep and cleaning, and reporting.
- For **Quantitative Researchers**, one interview will focus on survey design skills, including how you design your data collection and execution. The second skill interview will focus on analysis and reporting skills like data prep and cleaning as well as your approach to analysis.

- For **Qualitative Researchers**, one skill interview will assess your theoretical knowledge of qualitative research, such as interviewing or evaluative methods, including how you design your research, how you choose the best methods and how you execute and analyze your findings. The second interview will ask you to dive into a research project that you drove from end-to-end, which will allow our interviewer to further understand how you select methods, execute on them, deal with change and ambiguity and articulate impact.

How can you prepare?

- **Talk through your reasoning.** This helps your interviewer follow along, learn about your problem-solving skills and will help them provide hints if needed.
- **Write out a working solution and iterate.** Your interviews may be conversation, but jotting down thoughts on a notepad to map out your ideas may be helpful. Do whatever makes you feel more comfortable to ensure you're communicating your ideas clearly.
- **Listen for hints.** When talking through your response, ensure that you are covering all parts of the question. Listen if your interviewer is asking questions to prompt you in a certain direction.
- **Explore the inherent trade-offs.** Make intelligent decisions about each of those trade-offs.
- **Treat the interview as a conversation.** Be sure to ask clarifying questions and make sure you drive toward detailed answers.
- **Familiarize yourself with our [six core values](#).** This is how we work together to make the world more open and connected. We look for people who believe in these values and practice them daily. Be open and honest about your successes and failures.
- **Focus on teamwork, leading by example and mentorship qualities.** Part of the signal the interviewer hopes to gather is what outstanding qualities you bring to Meta to complement the team as well as your openness to new ideas and learning. Your ability to anticipate and work around typical problems is part of that signal.
- **Prepare questions in advance.** You'll most likely have some time at the end of each interview for questions for your interviewer. Some people find it easier to come up with a few questions in advance rather than think of them on the spot.
- **Lead with your strengths.** Don't feel like you need to propose a design that is outside of your wheelhouse; use your methodological strengths. Above all else, be yourself!

Appendix / resources

Links to exercises, information, and guides to help you prepare

The resources in this guide are specific to the content and activities in your full loop interview. Take a look through the list as you prepare.

About Meta

- [About Meta](#)
- [Meta Newsroom](#)
- [Meta Products](#)
- [Meta Life](#)
- [Design at Meta](#)

Research at Meta

- [Meta Research](#)
- [About Research at Meta](#)
- [Content Strategy, Product Design and Research: How We Make It Work](#)
- [Finding My Balance as a Researcher](#)

Thank you for taking the time to review this guide!