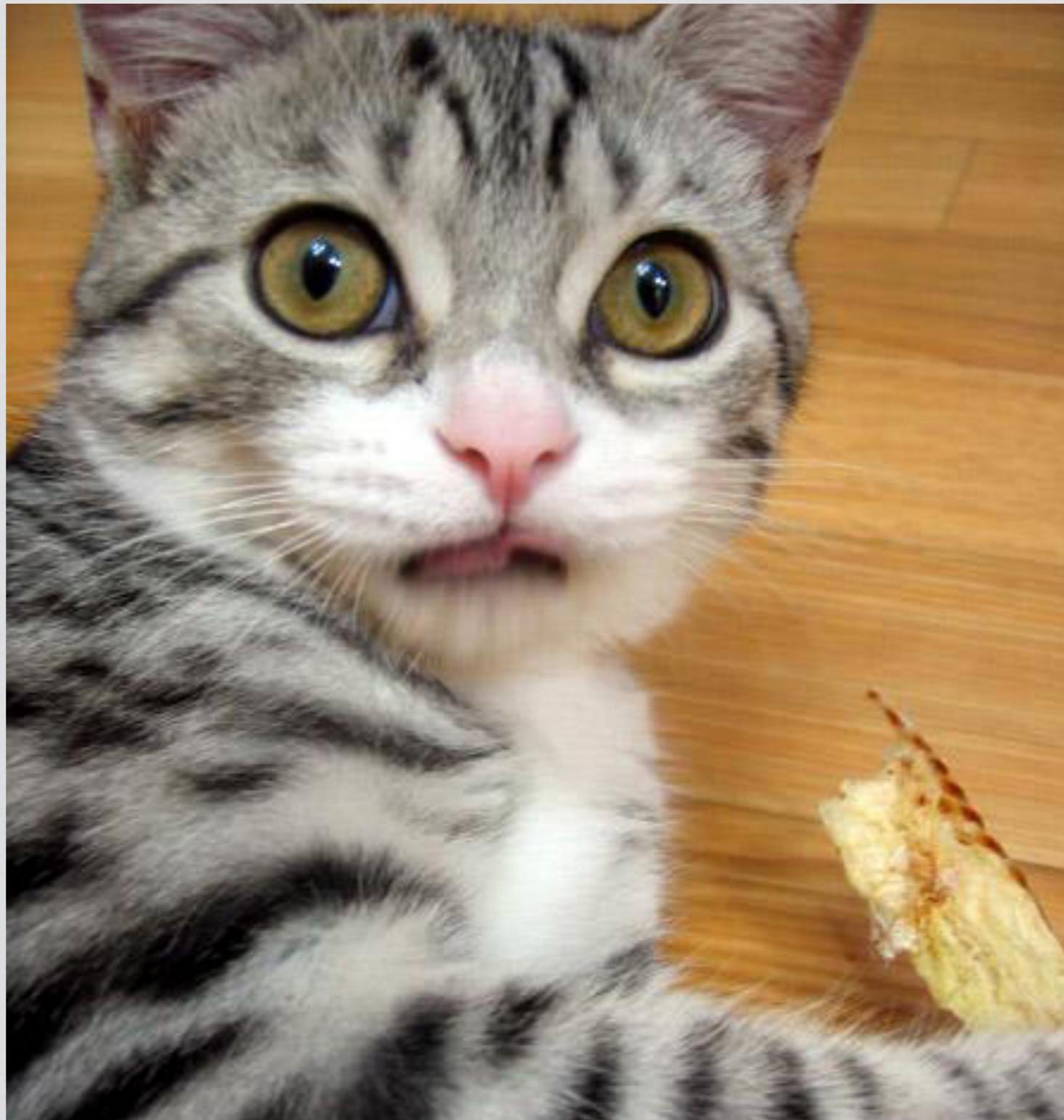

COMPETENCY INTERVIEW

★★★★★ In five years I'll have immigrated to the moon and own a farm of chickens ★★★★★

For starters

- * There is no right answer
- * There is an *ideal* answer
- * Do not stress
- * Be honest
- * Take your time
- * Think before you answer

WHERE DO YOU SEE YOURSELF IN FIVE YEARS?



Remember flexibility?

- * Now's the time you'll need it
- * Questions may not apply to you
- * You may not have answers

If you don't know...

- * Ask for clarification
- * Answer truthfully
- * Show willingness to work / learn / grow
- * Worse answer: “Dunno. Whatever.” (=uninterested)
- * Take a few seconds to think!

"Well, I'm not sure. Life, for me anyways, never pans out as I plan it. However I always try and improve things if I'm at a point where I don't like where it's (=life) heading. Work wise, I'd like to learn more about machine learning though. As the internet is attracting a wider audience, information is also becoming more representative of people and I'm very interested in what they have to share. I'd be happy if in five years time I would have been able to research online personality development as it's one of my main interests.

Also, personally, I'd like to run a full 5k by then."

What did I just say?

- * No idea if this was a good answer, but...
- * Positive outlook
- * Professional and personal goals
- * No perfect plan, but flexible
- * May want to shape it so it involves the company in some way

WHAT IF...

“My brain decided to take a holiday”



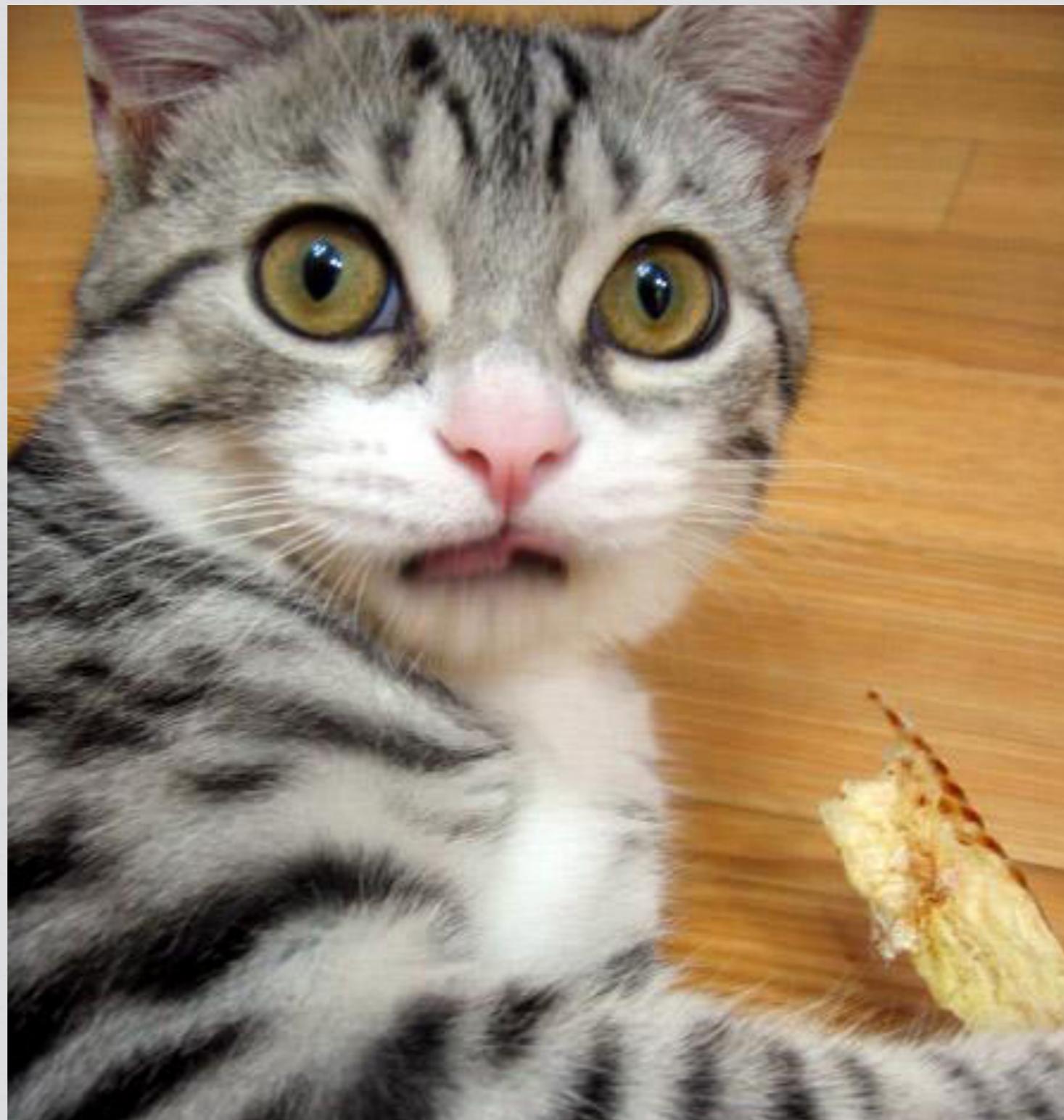
- * Think
- * Ask for clarification
- * Think
- * Repeat the question slowly
- * Still blank?
- * Say: “I don’t know.”

OMG - Interview fail?!

- * Doesn't have to be
- * Rambling about something you have no clue will probably be worse
- * They might guide you
- * They understand nerves
- * Try and calm down

TELL ME ABOUT THAT TIME YOU MISSED A DEADLINE

How did you handle it?



Wait what?!

- * That never happened.
- * Should I make something up?
- * Should I just say I never missed a deadline?
- * Will they believe me?
- * But I never missed a deadline!!

What are they trying to ask?

- * How did you deal with something *like that*
- * You could: tell them you've never missed a deadline
- * However that was that one time when you worked in a team
- * And something went wrong
- *etc.

They want examples of

- * Adaptability
- * Quick thinking
- * Conflict management
- * Understanding of the wider picture
- * Understanding of additional resources

They'd rather not see...

- * A history of absolute stress / panic
- * Isolation
- * Seeing the problem as a *problem*
- * Not asking for help

STAR

- * Popular technique
- * Situation - Task - Action - Result
- * *“So this was what was going on. This is what needed to happen.*
- * I decided to do this, and that totally saved the day!”*

yaaay



In all seriousness

- * It helps some people to define a STAR for different skills
- * Means you'll have a pool of situations (examples) to draw from
- * If this is not your strongest point - practice

OTHER

“Any questions?” “Yeah, so I hear you guys have free food...?”



Other

- * Why's my phone ringing...?
- * Interviews are *mutual*
- * The “so do you have any questions for me” thing

The phone interview

- * Sanity-check
- * Do you meet the requirements?
- * Do we ‘click’?
- * Have questions ready and
- * Be prepared to chat about your past projects

Mutual liking

- * Many are solely trying to impress the firm
- * It goes both ways
- * Do *you* like the people? The attitude? The “vibe”?
- * You might think it’s unimportant - job is a job right?
- * If you get in, though, you will be spending *a lot* of time there

Question time!

- * Lazy interviewer? Probably not.
- * How engaged are you?
- * How much have you thought about the job?
- * If you have - you must have a question...
- * Shows your interest!

Finally

- * Best tip:
- * Approach the interview as a *conversation*
- * Not an interrogation