

# App Academy Interview Critical Skills



# Agenda



- 1) Connection
- 2) Presentation Style
- 3) Substantive Answers
- 4) Workshop
- 5) Homework

**What do you think is  
the most important  
part of an interview?**

## A Successful Interview

# CONNECTION

- 1) They can visualize you in the role
- 2) The image gives them a positive emotional reaction

# Presentation Style

How you say it matters more than what you say.

- VOLUME.
- Be clear and concise.
- Sound confident and energetic. Sentences end with a period (not a question mark).
- Prefer silence over Umm or Uhhh.
- Don't apologize or couch statements.



# Presentation Style

## BODY LANGUAGE

- Eye contact.
- Relax. Breathe. Smile.
- Sit/stand up straight.
- Try not to fidget. (Sitting: Put your hands on the table. Standing: Just put your arms down.)



# Substantive Answers

## How to frame answers

- Keep answers concise (30 - 90 seconds).
- Use positive framework/words.
- Answer the question asked.
- Tell a story - concrete details with start, middle & end.



# Commonly Asked Questions

## Questions

**Tell me about yourself?**

**Why do you want to work for our company?**

**Tell me about a time you had a conflict with a supervisor?**

**What is your greatest strength/weakness?**

**Tell me about one of your projects?**

**What have you been learning lately?**

**What are your 5 year plans?**

**Do you have any questions for us?**



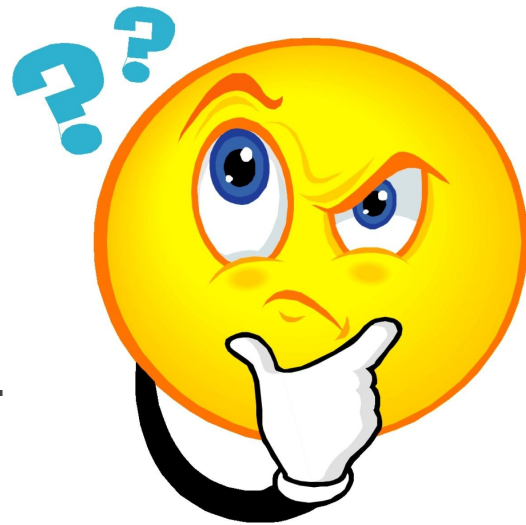
# Behavioral Questions

Asks about the way you've handled projects in the past.

- May start with “Tell me about a time when...” or similar.
- Request for concrete examples from your past.

## Examples:

- Tell me about a challenge you ran into on that project.
- What did you like most/least about that project?
- Tell me about a time you had a conflict with a supervisor.
- [More examples.](#)



# Communicating an Image

**P. A. R.**

**Problem. Action. Result.**

## Beginning

## Middle

## End

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### Problem:

The situation that required support or intervention.

### Action:

What you did to address the problem.

### Result:

The improved situation produced through your actions.

### Goal:

- 1) They can visualize you in the role
- 2) The image gives them a positive emotional reaction

## Example

**Tell me about a time you had to  
take initiative to get something done.**

## Beginning

## Middle

## End

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### Problem:

"When I was at [RampUp], we needed to store a lot of data but we kept all the data on spreadsheets. There were so many, **the sheets were almost impossible to keep updated.** Finding basic numbers for a client would sometimes take **30 minutes.**"

### Action:

"So I started researching better ways to store information, and **found a number of database options** online. I researched **three different options, presented the pros and cons of each to my manager, and recommended Salesforce** as the best fit for us."

### Result:

"I worked with our office manager to get the system set up, and **two months later, we not only had cleaner data that was easier to update, but were able to keep track of almost twice as many metrics** as we were before."

**Note the details:** More details = less follow up = easy to conduct interview.

# Thoughtful Questions to Ask

## TYPES OF QUESTIONS TO ASK

### 1. Show off how great of an employee you'll be

- (a) What are your procedures for testing and releasing code?
- (b) What are the company's goals this year, and what problems are you running into that a new employee can help with?

### 2. Learn something for future interviews

- (a) What problems have you run into while scaling the user base?
- (b) Why did you pick Angular.js as your front-end framework?



# Interviews workshop

- Form groups of 3 - 10 minutes/person
  - 7 minute interview
  - 3 minute feedback
- **Please give FEEDBACK about**
  - Connection (energy, enthusiasm, confidence)
  - Presentation style (eye contact, posture, gestures, voice, tone, speed)
  - Substantive answers (clear, concise, answers the question)

