



Created By Gayle
Laakmann McDowell

Must Knows

- ▶ "So, tell me a bit about yourself..."
- ▶ "Why do you want to work here?"
- ▶ "Why should we hire you?"
- ▶ "Why are you leaving your current job?"
- ▶ "Where do you see yourself in 5 years?"
- ▶ "What do you do outside of work?"
- ▶ "What are your strengths and weaknesses?"

Your Two-Minute Pitch

"I am a ____ at ____." — — — — —
↓
"In college, I studied ____ at ____."
↓
"Then I worked for ... where I" — — — — —
↓
"Then I worked for ... where I"
↓
"In my current job, I've accomplished...."
↓
"Also, outside of work, I"

Preparing for Behavioral Questions

Create Resume Grid



Diagram Your Stories

Themes	Job 1	Job 2
Leadership & Influence	story	
Mistakes & Failures		story
Challenges	story	
Teamwork	story	story
Successes		story

Coder? Add: Bugs, Architecture, Optimization, Scaling.

Stories	Story 1	Story 2
THEME(S)	e.g., Leadership, Challenge, ...	
Nugget	"Sure, let me tell you about when I ..."	
Situation	Only the basics needed	
Action(s)	Expand here!	
Result	Prove it!	
THE POINT	What does it say about you?	

Structured Answers

N

Nugget. "Sure, let me tell you about the time that I ...". This focuses you and your interviewer on what you're about to say.

S

Situation. Explain just basics. The interviewer only needs enough details to understand what you did. Most people spend too much time here.

A

Action(s). Detail what actions you took. "First, I Then, I And finally, I" This is where you should spend most of your time. Speak in bullets!

R

Result. Succinctly explain the result of your efforts were. Prove that the impact was good with numbers or a clear success metric.

Check Your Stories

- ▶ Are they substantial?
- ▶ Are they understandable?
- ▶ Have you explained *why* you did it this way?
- ▶ What do they say about you?
- ▶ Are they really about you (not your team)?
- ▶ Have you covered all the themes?
- ▶ Can you answer, "What would you do differently?"?

Questions For Your Interviewer

- ▶ Things you want to know.
- ▶ Things that show passion/interest.
- ▶ Things that show skills.



Books by
Gayle