

MSDS Interviewing Skills

Brendan Herger

hergertarian.com

Slides: <https://goo.gl/ip5NqB>

IT WOULD START WITH FIVE MINUTES
OF PEELING LINT FROM DRYER TRAPS
FOLLOWED BY AN HOUR OF PRESSING
A LIGHTSABER HANDLE AGAINST
THINGS AND SWITCHING IT ON.
THEN I'D RETIRE TO A LIFE OF LUXURY.



WHEN PEOPLE ASK ME TO DESCRIBE MY DREAM
JOB, I'M NEVER SURE HOW REALISTIC TO BE.

Why
Process
Gaming the process
Final thoughts

Process

People

- First link
 - **Sourcer:** Working in bulk
 - **Referrer:** Your advocate
- **Recruiter:** Your advocate
- **Interviewers:** Limited time to evaluate you
- **Hiring Manager:** Stakeholder / decision maker

Steps

- Begin relationship
 - Refer / apply / source finds you
- **Non-technical screen:** Culture fit / minimum skill set on paper
- **Technical screen:** Minimum skill set
- **Onsite:** Culture fit, able to add value, able to collaborate
- **Follow ups:** Salary, manager, timing
- **Offer:** \$

Artifacts

- Resume
- LinkedIn
- Internal packet / scores

Phone -> Phone ->
On-site -> Offer

Gaming the process

CRACKING *the* CODING INTERVIEW

189 PROGRAMMING QUESTIONS & SOLUTIONS



GAYLE LAAKMANN MCDOWELL **6TH** EDITION
Author of Cracking the PM Interview and Cracking the Tech Career

Resume

- Optimize for each person (recruiter, interviewer, hiring manager)
- Optimize for 10 second read, 30 second read, 5 minute read
- Communicate your accomplishments clearly and succinctly
- Have someone look at your resume, and try to repeat is blind

LinkedIn

- See resume
- + Have a professional picture

Criteria

At all times, communicate:

- **Technical skills:** What can you bring to the table
- **Interpersonal skills:** Are you an enjoyable person to spend time with?
- **Collaborative skills:** Can you build things while working with other people?

Gotchas

- **Don't lie:** Unless you know that you won't get caught
- **Ego:** Some shops are looking for people with egos. Some people avoid the 'genius jerk' like the plague
- **Depth:** Understand that you will know some areas better than the interviewer (be humble), and that the interviewer will know many areas better than you (be interested and honest)
- **Passion:** Act like every job is your dream job. It might actually be.

Opportunities

- Work your network!
- Show passion for previous work
- Speak positively of everyone you've ever worked with
- Challenge the interviewer

LIFE SCORECARD

TIMES WHEN I THOUGHT...

"I'M NOT REALLY HAPPY HERE, BUT
MAYBE THIS IS THE BEST I CAN EXPECT
AND I'LL REGRET GIVING IT UP."

...IT TURNED OUT I...

SHOULD HAVE STAYED	SHOULD HAVE LEFT SOONER
	### ###

Thanks!

Brendan Herger

hergertarian.com

Slides: <https://goo.gl/ip5NqB>