

INTERVIEWING

Previously, on Outcomes . . .

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- 2.) What you did before GA, What kind of support you'd like from Outcomes, Your Day 1 Goals**
- 2.) Link to your LinkedIn Profile**
- 3.) What kind of company you'd like to work for (i.e. Agency, Startup, etc)**
- 4.) What kind of role you're leaning towards (i.e. Frontend, Backend, etc)**
- 5.) Add your resume into your repo as a PDF**

THE INTERVIEW PROCESS

interviewer: why do you want this job
me: i've just always been very passionate
about not starving to death



STEP 1 - Phone Screen (crazy check)

Someone will call you on the phone to set up an interview (and make sure you are not insane)

STEP 2 - Phone/video interview with someone knowledgeable (relevancy check)

You'll talk to a department head, senior dev, or manager and answer some basic questions that test your knowledge of the technologies and work environment. You will probably be asked to provide a history of your work - be sure to skew this towards the job requirements.

STEP 3 - Coding Test (skill)

Most companies will want to see a demonstration of your skill. This could be anything from a whiteboard test to building a fully functional Rails CRUD app with an external API.

STEP 4 - In-person (professionalism/culture fit)

This may be the first time you're brought into the actual office. From here you'll meet a wider selection of the staff, from other devs to the CEO. This is the final step to make sure everyone approves.

STEP 5 - The Wait

Even if they've decided to hire you, very few companies will tell you right then and there that you're hired. You will probably have to wait a few days (sometimes weeks) for a phone call or a final in-person meeting to sign and finalize paperwork.

PREPARING FOR THE INTERVIEW

Research the Company

- Scour the company website for their offerings, press releases, job openings, team, culture, etc.
- Find out the key players and their stories - Check out their LinkedIn Profiles, see what technologies they are using
- Review their careers page and understand the company values
- Visit social media links for company
- **Come up with questions for them**

Get your work together

- Bring your laptop
- Have your site/projects already loaded up in a browser, in case the internet is weird where you interview
- Close out anything potentially embarrassing - prepare for people to look over your shoulder at your screen
- Have at least 10 copies of your resume and business cards

Dress nice - but not too nice

- Research the company, and dress one level nicer than you would expect to dress for the job
- Only wear a suit to an interview if you know for sure the environment is corporate/professional

DUDES:



WHITE
TIE



BLACK
TIE



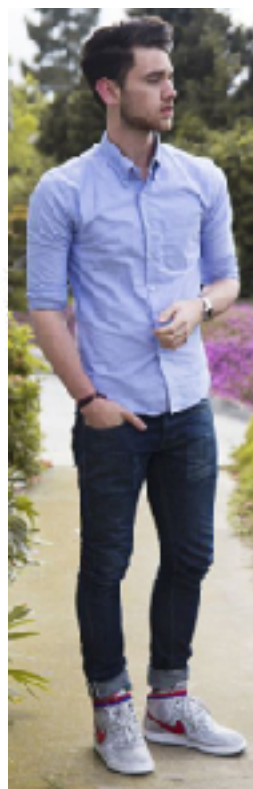
BLACK TIE
OPTIONAL



SEMI FORMAL
OR BUSINESS



BUSINESS
CASUAL



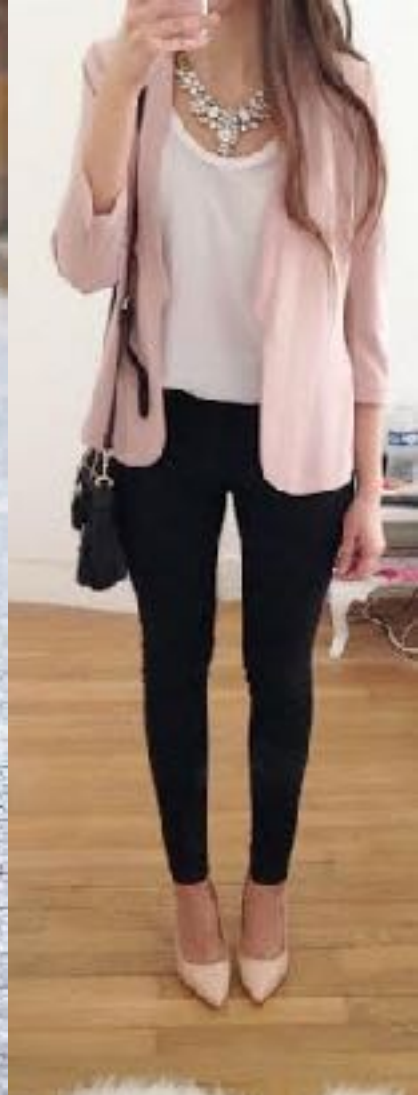
CASUAL



ULTRA
CASUAL



SLOPPY





Get there on time

- Try to get there 5-10 minutes early
- Anticipate parking/construction/etc - map times at THAT HOUR
- i.e., <https://isthereafuckingrockiesgame.com/>
- Know who you're meeting, as well as anyone else you've conversed with up to this point

DURING THE INTERVIEW

Be Confident

- Tech is a talent-based market. They are just as responsible for selling their company to you, as you are to selling yourself to them
- No one wants to hire a nervous person

Be honest about your limitations

- Your prime selling point isn't that you know everything - it's that you're willing to learn anything

Know your goals and offerings

- Being employed should benefit both parties, so be prepared to express how.
- **Why do you want this job?** For example, to learn more about Node environments, to work in a larger team, or to focus on a single technology
- **What does the company get out of giving you this?** For example, the fact that you want to learn more about Node environments means that you'll be working to master a technology they rely heavily on, and be able to improve their work with your new skills.

Interview your Interviewer

- Why are you looking to hire someone for this role?
- What does success look like for this role?
- What are your goals for this company over the next 1-3 years?
- What are the biggest problems your team is facing right now?
- What areas are you working to improve in the company?
- What can you tell me about the staff here?
- What kind of personality traits do see as beneficial?
- What can you tell me about the company culture?

ACTIVITY:

INTERVIEW THE INTERVIEWER

You will be given a slip

- Interviewers - try to hide every bad quality of your company. You are not allowed to lie (directly)
- Interviewees - try to UNCOVER every bad quality of your company. But you must keep it professional - this isn't an interrogation

INTERVIEW METHODS: BACKGROUND AND PROCESS

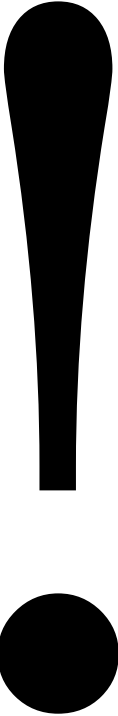
Background Questions

- Interviewers will ask you to step through your work history
- This is more about how you overcame obstacles than what your job title was
- Have a brief summary of each work event practiced so you can tell it easily and without much thought

Background Questions - PTAR METHOD

- **Problem/Tasks:** describe exact problem you faced, or Task you had to accomplish
- **Action:** Describe what you did to solve it. If you worked in a team, describe your role in the team.
- **Results:** Describe what happened.
 - How does the story end?
 - Did you accomplish the goal?
 - If not, then what did you learn?

Ways to prepare - practice!

- 
- Tell me about a time you had to solve a difficult problem
 - Talk about a time when you had to work closely with someone whose personality was very different from yours.
 - Tell me about a time you planned and executed a project
 - Tell me about a time you were under a lot of pressure. What was going on, and how did you get through it?

INTERVIEW METHODS: TECHNICAL QUESTIONS

This can have many different forms:

- White boarding (writing code on a write board)
- At-home assignment
- Paired programming
- Code challenges
- Small projects - build something for me
- Solve a bug

What they're really looking for:
Critical Thinking/Resourcefulness

As much as the employer wants you to demonstrate your proficiency, they want you to problem solve.

Most employers know that entry level talent may not finish all steps, but they want to know how you got there and how you may approach the next step (even if you're unsure what that is).

Ways to Prepare:

- You can't. Just step through the logic of the problem as clearly and proficiently as you can.

INTERVIEW METHODS: LOGICAL QUESTIONS

- Proven to be ineffective at determining intelligence
- Prevalent in the tech community because Google did it once
- Rarely solvable

You have 50 bikes with a tank that has the capacity to go 100 kilometers...

Using these 50 bikes, how far can you go?



ANSWER: You'll have to move around gasoline!

The simplest, naive answer is to make them all move at once and move 100 kilometers.

However there's another solution!

Take all the bikes 50 kilometers first. Then, take all the gas from half the bikes, and pour them into the other half. You now have 25 bikes with full tanks.

Then travel another 50 kilometers, and repeat. This way, you can travel 350 kilometers total.

For extra credit, there was a little bit of rounding concerning an extra bike from the 25 to 12 bike step. You can travel even further with that gas!

NEGOTIATION: KNOW YOUR WORTH

YOU:

- According to PayScale 57% had not asked for a raise
 - 28% of those felt uncomfortable
 - 19% didn't want to be pushy
- Women are more uncomfortable than men
- Salary.com's survey says 59% are apprehensive about salary negotiation
 - 42% fear rejection
- Millennials far less likely to ask for raise

EMPLOYERS:

- According to Salary.com, 73% are not offended
- 84% expect you to negotiate
- 87% have never rescinded a job offer following negotiations during an interview

CONSIDER THE WHOLE PACKAGE

- Salary and bonuses
- Stock options
- Health insurance
- Retirement plans
- Holidays and paid time off
- Transportation costs
- Schedule flexibility (remote work)
- Potential for growth

WHAT ELEMENT IS MOST OFTEN NEGOTIATED BESIDES SALARY AND BONUSES?

- A. Flextime/Flexible schedule
- B. Remote work
- C. Additional vacation time
- D. Office set-up/technologies



LEAVE THE DOOR OPEN

- › How often is performance reviewed?
- › **Can they expedite it?**
- › **Evaluating potential for promotion or raise**
- › **Future negotiation**

WHAT DOES YOUR LIFESTYLE COST?

What's your minimum number?

- Rent
- Debt
- Utilities
- Insurance
- Savings
- Other

ENGAGING IN THE NEGOTIATION

- Express your excitement for the offer, role, and company
- Give a *range* based on your research
 - "Thank you so much for this offer! I am really excited about the role and the work that [company name] is doing, and would love to join the team. However, according to my research, the typical salary range for somebody with my qualifications in this role is [\$\$\$]. Would you be able to match that figure?"
- They need to like you!

EXPECT PUSHBACK

- Acknowledge their point and build off it
- Leave emotions out of it
- Remember: you want to be compensated for your value
 - Not only do I have this, but I also possess that
 - *Not only am I a full stack developer, but I also have experience in human resources which is your target market for your product*
 - Past record
 - *This is how I've been successful in the past, so this is what I can do here*
- Gauge the other party's interest and know your limits
- Continue to reiterate your excitement throughout the conversation and rebuttals

75%

of people who ask for a raise get it!

SO

. . . how much do I ask for

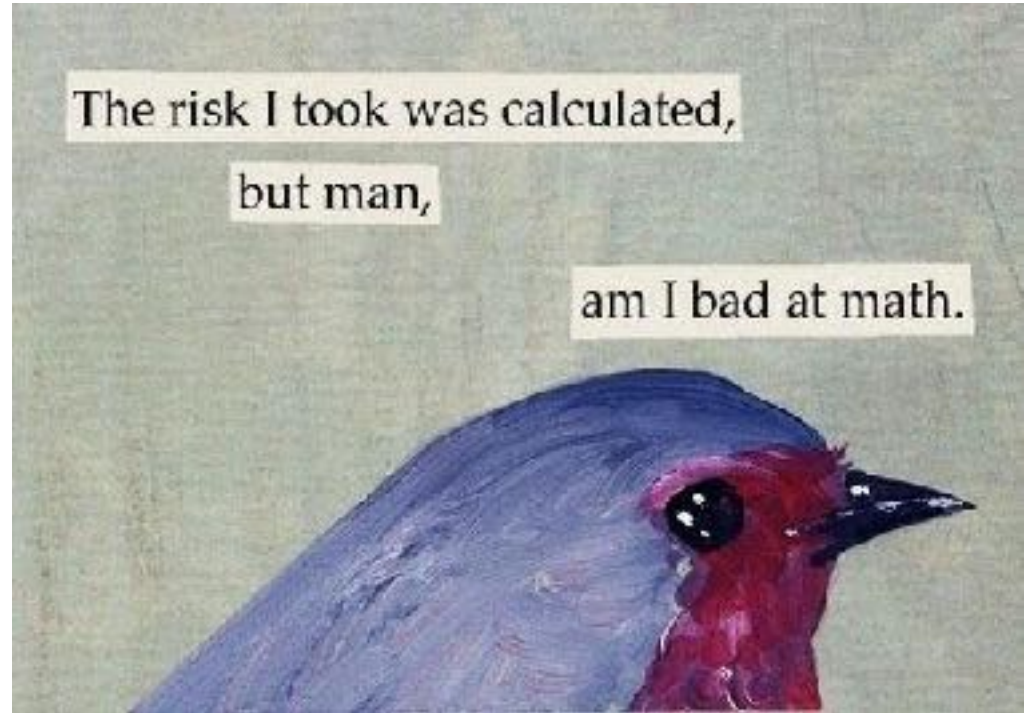
GOOD STARTING PAY:

- Salary: \$50-70k
- Hourly: \$25-35/hr

You may get less than this, you may get more. Assess each situation based on what you want, and what you need.

ESTIMATING A CONTRACT PROJECT

Frequently, you'll be asked to estimate the length of a project before you get approval to start work. Here's some simple steps to finding a reasonable number.

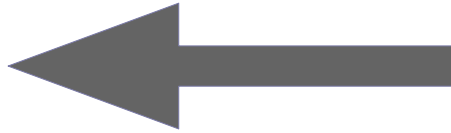


STEP 1 - BREAK THE REQUIREMENTS INTO PIECES

Pages or “Molecules” will do. Once you have a complete list of every feature you’re being asked to make, assign an estimated number of hours to it. For example, you might have a list that looks like this:

- Project spinup - 6 hours
- Home Page - 10 hours
- Contact Form - 6 hours
- About Page - 6 hours
- Blog - 20 hours
- DB Migration - 10 hours
- FB Auth integration - 16 hours
- Deployment - 6 hours

- **Total: 80 hours**



Give yourself some padding as well - your estimate should include the research, the build, and time for back-and-forth with the client on details.

STEP 2 – ASSIGN A PERCENTAGE OF RISK

As you've observed in your projects, every task has a certain amount of risk. When estimating a project, we have to figure this into our estimate, so we don't go over.

Never quote a flat rate. Never work for a flat rate. When you do so, you're letting the client determine the definition of “done”. A better method is to charge hourly, but promise to stay within a range. To get that range we multiply our initial estimate by the % of risk we're expecting . . .

Low risk project: 10%

80 hours x 10% risk:

$$80 + (80 \times .10) = 88 \text{ hours}$$

Estimate = 80-88 hours

Hourly rate = \$35/hour

Cost Estimate = \$2800 - \$3080

High risk project: 30%

80 hours x 30% risk:

$$80 + (80 \times .30) = 104 \text{ hours}$$

Estimate = 80-104 hours

Hourly rate = \$35/hour

Cost Estimate = \$2800 - \$3640

STEP 3 - TIME YOURSELF!

For two reasons:

1. **So you don't go over your estimate.** Never go over your estimate! If you do, you, they have no obligation to pay you for your work.
2. **So you estimate better next time.** You will mess this up a lot. Start timing yourself now, so you can improve:

<https://toggl.com/>

STEP 4 - GET IT IN WRITING

A verbal or email is a bad stand in for a contract! Most employers will send you over a contract for you to sign - in which case, read it carefully to ensure that all your needs are met by it.

If they ask YOU for an invoice, there's many online tools for making them. I use And.co:

<https://www.and.co/>

STEP 5 - KEEP THE CLIENT UP TO SPEED

You should let you client know when you're approaching the high end of your estimate - especially if you think you might need to go over it. If you give them time to plan for it, they might agree to a "change order" to continue your work.

They will definitely not want to do this if you don't tell them until AFTER you blow your estimate.

As you get closer to your deadline, you can discuss deliverables and payment.

RED FLAGS:

HOW TO AVOID OR ANTICIPATE BAD GIGS

- Same as with any job - feel out the vibe
- Companies hire people because they have a problem they can no longer handle - try to understand that problem
- Be wary of people looking for someone who "does it all" - that is different than a fullstack developer
- Remember that anyone can buy a domain and a template - make sure the company has a real plan for income
- **ALWAYS DISCUSS PAYMENT DETAILS BEFORE SIGNING ANYTHING**

AFTER THE INTERVIEW

- Send a thank-you email to whoever your primary contact has been
 - Address to interview c/o company name - this way it gets to the right person quickly!
- If you don't have interviewer's contact, send thank you to Recruiter and ask them to pass it along

Q&A

8/7 - 1:1 with Becca!

[Link]

Until next time:

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THE END