

INTERVIEWING

THE OUTCOMES EXPERIENCE WDI - PROGRAMMING

UNIT 1

INTRODUCTION TO OUTCOMES - TODAY

UNIT 2

INTRODUCTION TO INDUSTRY AND MARKET

JOB SEARCH BUILD: DIGITAL PRESENCE AND TOOLS

JOB SEARCH BUILD: DEVELOP YOUR NETWORK

JOB SEARCH BUILD: RESUMES & COVER LETTERS

1:1 MEETINGS

JOB SEARCH BUILD: OUTCOMES WORKING SESSION

UNIT 3

JOB SEARCH STRATEGY: APPLYING FOR JOBS

JOB SEARCH STRATEGY: INTERVIEWING

1:1 MEETINGS

UNIT 4

JOB SEARCH STRATEGY: OUTCOMES WORKING SESSION

GA PROFILES AND ALUMNI DIRECTORY

WHAT COMES NEXT - LIFE AFTER GA

GRADUATION

GENERAL ASSEMBLY

GRADUATION



RECAP: Make sure to:

- 1.) Research Role/Job style**
- 2.) Complete LinkedIn / other Social Networks**
- 3.) Work on your personal brand**
- 4.) Meet with me for an Outcomes 1:1**
- 5.) Make a resume / business cards**
- 6.) Make a personal website**

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
- 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!

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- 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 get good

INTERVIEW METHODS: LOGICAL QUESTIONS

- Mostly BS
- Generally unsolvable
- Proven to be ineffective at determining intelligence
- Prevalent in the tech community because Google did it once

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!

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

This week...

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THE END