

# Interview Crash Course

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Karvin Dassanayake - [karvin@gatech.edu](mailto:karvin@gatech.edu)  
& Maithili Appalwar - [maithili.appalwar@gatech.edu](mailto:maithili.appalwar@gatech.edu)

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# Overview

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- Types of interviews
- Before the interview
  - Networking
- Technical Interview
  - General Technical
  - Focus on Software Engineering
  - Focus on Consulting
- Non-Technical Interview
- Group Interview
- Followup

# Types of Interviews

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- Technical
  - Asked to work through a situation related to the job, or from your resume
- Non-Technical/Behavioral
  - Resume walkthrough - *Talk to me about your project/experience in ...*
  - Behavioral - *Tell me about a time when ...*
- Group Interviews
  - Multiple candidates interviewed at once
  - Could be technical or behavioral (usually technical)

# Before the Interview

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- Job Role/Company research
  - Job description
  - Interviewer research
  - Company research
    - Values/Mission (Website), Speak to people who work there
  - **Ask about the format of the interview**
- Technical Prep
  - Based on job description, your experience (what's mentioned on your resume)
  - Understand concepts related to job role
  - Practice
    - Communication, Whiteboarding
- Resources:
  - Glassdoor.com, LinkedIn.com

# Networking

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- It's okay to not know things
  - Just be curious
  - Listen and ask questions
  - Tell your story, it's okay if it's not the same as everyone else
- Do not interrupt other people
- Remember that it's a friendly, but professional environment
  - Make sure your stories are appropriate
  - Stay away from politics, alcohol, religion
- Try to get a coffee chat with a recruiter/junior employee

# Technical Interview - General Engineering

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- Structure
  - Maybe asked given a question, or a situation
- Preparation
  - Fundamentals
  - Communication - Whiteboarding, diagrams
  - Make use of resources: Student clubs, friends, guides from company
  - Scratch paper, pen, calculator
- During the interview
  - Ask questions - clarify or find out important details
  - State assumptions
  - Make note of details
  - Communicate (explain your thought process)
  - Bring out aspects of your major that are relevant to the problem

# Technical Interview - Software Engineering

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- Technical Background
  - Basic data structures, key computing concepts (e.g. complexity)
  - Researching, planning, designing and testing code very quickly
- Practice, practice, practice
  - Doing coding interviews is a skill in itself
  - Get used to structure and workflow
- Different companies look for different things
  - Maybe very difficult questions and look for performance/speed
  - Maybe simple questions and look for thought process/communication
- Resources: Cracking the Coding Interview, CoC clubs, LeetCode.com

# Technical Interview - Consulting

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- Practice Cases
  - <https://www.consultingcase101.com/>
  - <https://www.cornellconsultingclub.org/interview-prep/>
  - Website of the firm you're applying to (will be most similar to the interview)
- Create frameworks to use during the interview
  - Example: People, Processes, Technology or a simple Process Flow
  - Doesn't matter as long as you have a structure and a rationale for using it
- Ask questions and state assumptions
- Take a few minutes to plan the case out
  - Don't just start talking, because you'll be rambling
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# Non-Technical - Resume Walkthrough

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- Content
  - Know the stuff you put on your resume (skills, experience, projects)
- Storytelling
  - Be able to engagingly convey something - keywords, details
  - Sell what you did
  - Provide motivation, justification for choices
    - e.g. *I used X system instead of Y system to conserve battery energy*

# Non-Technical - Behavioral

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- Your selection
  - Have a few experiences you know really well that you can talk about
  - Don't fake an experience, you want it to be natural when you talk about it
- Make a statement
  - What does the interviewer actually want to know?
- Structure - tell it like a story
  - Clarify what to expect - I'll talk about one time in X workplace, where I had to handle team conflict..."
  - Close - "... And so by doing X, I was able to accomplish Y while doing Z"
  - Avoid unnecessary details
- STAR Method
  - Situation, Task, Action, Result

# Non-Technical - Behavioral

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- Questions to Prep
  - Tell us a little about yourself/walk us through your resume
  - Why do you want to work here?
  - What do you bring to the table?
  - Tell us about a time when you displayed:
    - Leadership
    - Conflict
    - Teamwork
    - Client-facing skills
    - Adaptability
    - Time Management
    - Communication
    - Company Values

# Group Interview

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- Judging how you work in a team more than your solution
- Offer to take notes
  - Be involved - give ideas and encourage those that other people give
- Don't be pushy
  - It's okay to let your original solution go
  - Defend your ideas, but be respectful

# Followup/General Tips

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- Don't get baffled if everything doesn't go according to plan
- End of interview
  - Ask questions about the company/job
    - E.g. team structure, company culture.
    - A useful list of questions - <https://goo.gl/CWRMzE>
  - Thank the interviewer for their time
- After 1-2 weeks
  - Follow up with contact if you haven't heard back