

Preparing for an Interview

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preparing for an interview

- research your employer
- understanding the roles and responsibilities (study interview questions and
- having a minimum of 2-3 professional references (mentor, professor, managers, supervisors etc.) - let your reference know in advance

staffing agency and direct hiring terminology

key differences: negotiation and discussion of pay and benefits

- staffing agency : company whose purpose is to fill job positions on behalf of the clients who pay them to do so FOR FREE. (insight global, monster, robert half, teksystems)
- recruiter: employer to search for candidates to fill positions (can work directly for a company they are staffing or an agency)
- Contract or temp(orary): a job/ position filled for an outlined amount of time.

virtual interviewing

- set up your space
- look at the camera
- monitor your body language
- have everything within reach
- practice

common errors

- lack of preparation
- asking little or no questions
- overemphasize money (suggest waiting for an offer stages to talk abt money, benefits and negotiation)
- lack of eye contact
- lack of direction (looking for growth opportunity, you dont want it to seem like a stepping stone - relate everything back to the role itself)
- close-mindedness- be adaptable you are and open abt the role. be flexible and adapt (5 sweet stop om questions) what do you want to get out of the interview

give the interview process is about a month or longer

on boarding takes about two-three weeks

what NOT to do

- dont be late- COMMUNICATE
- dont chew gum
- dont criticize or badmouth previous employers (looking for growth opportunities, heres what i value here is what i want in my next room)
- dont curse

follow up

- send a thank you email
- radio silence for a week, reach out!
- seeking an update
- send references if requested ...always send them if requested
- how often do you get asked for referneces ? every job ...what refrences would be better for more technical roles...

- 6months to a year ...complete them one time

Negotiation

if you are going through the hiring process on your own (w/o a recruiter/ agency)
consider these things

- consider the WHOLE offer
- dont negotiate just because....if its a good offer just take it
- avoid any ultimatums

common interview questions (say thank you for asking that question!)

thank you , i actually wanted to...

- tell me about yourself
 - i am a passionate full stack software engineer w a focus on cloud computing. z
- what do you see as one strength and one weakness you possess
 - one strength that i see within myself is how i thrive working in a team environment and enjoy the aspect of collaboration, bc you get to see how different people solve real world problems and thus helping you broaden your own perspectives.
 - one weakness that i have is my time management, as some one who has a fully loaded schedule 7 days a week i tend to not use my time as effectively. in order to help mediate this i have been using a planner where i can break down my day into more digestible chunks helping me stay more focused and actually getting more things done in the long run. i also try to make sure i unplug whether thats going for a walk, working out, going for a run or just sitting outside for a change a scenery .
 - 2-dimension matrix
 -
- what are your career goals

- in 5-8 years id like to be more focused in the cloud... I would like to be a DevOps engineer because of my experience and my ability to intersect both my business and development background.
- what do you want to work for
 - id like to work for a company/team were i am challenged daily and able to continue learning as a grow in both my professional career and personal development
- what question do you have for me (can you use 3-5 adjectives that describes your team, how is this company / culture a good fit for me)
 - how do you and your team support new hires?
 - how long is the training process, do you have a set “plan” for new hires if so, how would my day to day look like the first few weeks?
 - how do you support team members that want to continue learning, getting those certifications/ continuous education?
 - do you have team/company outings for purposes of learning more about one another?
- tell me about a time when you had to work on a team...what made it successful and (what was a challenge and what was the solution)

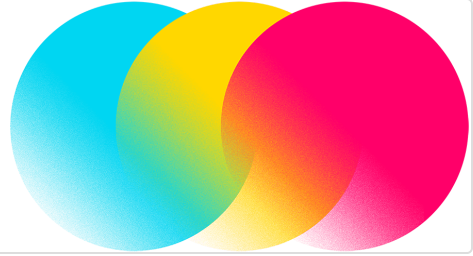
Questions you should ask

- what are the long term goals of the team
- what are some challenges that will face the person filling this position
- how long have you been with the company
- what do you enjoy most about working here (1)
- what employee engagement or inclusion resources do you offer
- what are some things you believe have helped make you successful at the company?

Insight Global

Insight Global provides top talent and staffing solutions that help job seekers find careers in healthcare, finance, IT, government, and more.

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what bad experiences have you had...ive only worked with a recruiter once...why would you use a recruiter in the first place...how do you find good recruiter if there are any....how does it make the job process easier

ask for the high range

look for a tech community / participate in a community / market yourself / find mentors / coffee chats /

volunteer for conferences- shruthi shetty linkedin

<https://medium.com/@siddharthgupta555t/finally-understanding-recursion-and-binary-search-trees-857c85e72978>