Screening Questions

1. Problem Solving:

Q: Given a vague business problem, how do you approach it and how do you deliver it?

When faced with a vague business problem in work, I tackle it methodically.
First, I try to clearly identify the issue by talking with stakeholders to gather necessary information. This helps me understand the business goals and the challenges at hand. I then analyze the situation to uncover the problem's symptoms and pinpoint the root cause, which might involve looking at existing data or conducting interviews and surveys.

Once I have a clearer view, I propose potential solutions and scenarios. I will ask, "What could happen if we implement this change?" To test these ideas, I use tools like data modeling or simulations, making sure everything is thoroughly verified in a safe environment before making any changes.

After finding the most suitable approach, I plan and implement a solution based on the tested hypotheses. I start with a small-scale pilot to assess its effectiveness before rolling it out more broadly.

Once the solution is in place, I gather feedback from users and stakeholders to ensure the issue is fully resolved. Based on this feedback, I make necessary adjustments to optimize the solution.

Finally, I review the entire process to learn from it and apply lessons learned to future projects. By continually seeking improvement, I can handle vague business problems effectively and turn them into manageable situations.

2. Proactive Thinking:

Q: Describe a situation where you anticipated an optimisation opportunity (or potential issue before it became a problem). What actions did you take?

In a project for a data management platform, I noticed that database query speeds were slowing down as the number of users and data volume increased. Although performance was still acceptable, I anticipated that the system might soon face serious performance issues due to this growth.

To address this proactively, I started by optimizing the database queries, improving indexing, and restructuring the database to reduce query times. I also implemented database partitioning to manage the load on large tables and deployed caching techniques to reduce direct queries to the database.

These actions led to significant performance improvements, enabling it to handle larger volumes of users and data without slowing down. By addressing the potential issue early, I helped avoid major performance problems and safeguarded the user experience.

3. Open-Mindedness to Constructive Criticism:

Q: If you are unhappy about the current team's process (or company's structure or compensation package), what do you do?

When I'm unhappy with the team's process, organizational structure, or compensation package, I approach the situation thoughtfully. First, I thoroughly assess the issue, analyzing aspects that are unsatisfactory, such as workflow inefficiencies, structural shortcomings, or unfair compensation elements.

I then gather relevant information, comparing productivity and completion times if it’s about workflow. With this information, I develop practical solutions. For instance, if workflow needs improvement, I might suggest new steps or tools.

If it's about compensation, I could propose adjustments based on my proven performance or recommend policy changes.

Having said that, I would arrange a meeting with management to present my findings and proposals. I focus on the data and the benefits of the suggested changes. While presenting and After, I’d love to listen to feedback to take note and understand different perspectives. It’s alway expected to revise my proposals or accept incremental changes if needed.

Once the changes are applied, I monitor the process to ensure it meets the desired outcomes and continue to suggest improvements if necessary. By approaching these issues thoughtfully, I aim to contribute to better processes and policies within the team and company.

4. Adaptability to Priority Shifts:

Q: If the requirements of the story that you are currently working on change, how do you feel and how do you adapt to it?

When the requirements change, I do feel stress sometimes, but I also see it as an opportunity for my growth in situation handling. My approach involves assessing the impact of the change on the project, understanding how it affects the timeline, resources, and objectives.

First thing I would do is to communicate with stakeholders to confirm new requirements and clarify any uncertainties. I would also raise all possible risks or additional costs caused by the changes. If the team and stakeholders confirm to proceed, I adjust the project plan, reprioritize tasks, and update the timeline and resource allocation to fit the new requirements.

I then implement the necessary changes and monitor the process closely to ensure it stays on track. Regular checks help me ensure that the new requirements are being met effectively.

Finally, after the changes are made, I review the results to ensure that the project still achieves its goals. I also reflect on the process to improve my ability to adapt to future changes and enhance workflow efficiency, or prepare for possible changes in the future. By doing so, I can handle shifts in priorities smoothly and push fowar the project’s success.