

Ace the Tech Industry Interviews

What we will cover:

Preparation Psychology of the Interview Dress code Non-verbal communication Set up Follow up

What Are Your You Views On Interviews?









- Who will I be meeting with?
- O Is there anything I should bring for the interview?
- Are there any tests or evaluations that you'll be asked to perform?
- Where does this interview fit within the overall hiring process?



1. Research the Organization



Seek Background Information

- Visit Organization's website
- Review Organization's Mission Statement and Values (if applicable)
- Use Industry Profile websites for Overview
- Assess products, services, and client-base
- Press Releases

Get Perspective

What is the company's industry standing?

Develop Question List

Prepare to ask about the organization or position based on research

2. Compare Your Skills & Qualifications to the Job Requirements

Analyze the Job Description

Outline the knowledge, skills, and abilities required

Side-By-Side Comparison

Compare what the employer is seeking to your qualifications

3. Prepare Responses (Soft Skills)

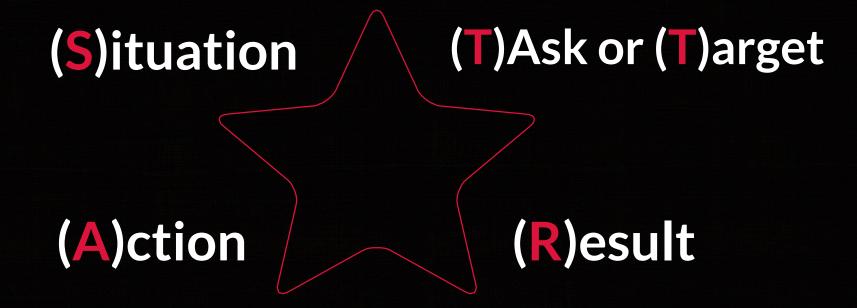
Opportunity to Tell Your Story

It is important to not think of interviews as providing 'right' vs. 'wrong' answers but rather sharing your story.



Study Using the S.T.A.R Method





STAR METHOD

2 minutes in length Deliver with energy & enthusiasm About a Real Experience You Have Had

Practice Tests/Assessments

(Tech Skills)









Speak.



Interview Cake

roadmap.sh

თ interviewing.io



Technical Interviews

3. Practice

Intra Tests/Assessments script

How do you get unstuck?

What got you into web development?

How did you handle -ve feedback?

General Questions

Experience with pair programming?

What is a tech stack?

What is CRUD? What is a GUI?

Backend Development

What is an API? RESTful architecture?

What is the role of a backend developer?

Difference between PostgreSQL & SQL?

React

What is React? What is JSX?

Familiar with React lifecycle methods?

Can you modify React props?

What is iteration? Type coercion? A closure?

Possible states of a JavaScript promise?

Difference between a variable that is null, undefined, or undeclared?

Testing/QA

What is TDD?

What testing frameworks have worked with?

Ruby

Symbol different from a variable? String? Instance variable? Different from a regular?

Rails

What is Active Record? A gem?

Difference between a model and a table?

What is a seed file? A migration? Why would you use them?

Tuesday 10am timeslot

Most relaxed
Not too early not too late

Avoid strong candidates

If possible, come in after comparatively unqualified candidates

Colors to match image

blue suggests a team player;

black suggests leadership potential;

orange suggests unprofessional;

gray suggests logical/analytical;

white suggests organized;

brown suggests dependable;

red suggests power

Care with your hands

open palms indicates sincerity;

steeple indicates confidence;

palms downward indicates dominance;

concealing your hands indicates you have something to hide;

tapping your fingers indicates impatience; folding your arms indicates disappointment.

Commonalities

We tend to like people who share similar attitudes.

Mirror the interviewer

The "chameleon effect" is a psychological phenomenon that describes how people tend to like each other more when they're exhibiting similar body language. Like a dance.

Confidence with deference

eg "I love your work on [whatever area]. It reminds me of my work on [a similar area]." Shows confidence by taking the initiative to guide the conversation, but also deferential in that you're admiring your interviewer's work.

Address weaknesses

Frame it as "I'm not always the best at ..."

Prime yourself to feel powerful

Before you head in, jot down some notes about a time you acted like a leader at work.

Speak expressively

Avoid speaking in a monotone; Expressive speech boosts credibility, and enhances the impression of intelligence and being more knowledgeable.

Make eye contact

In studies, people who consistently made eye contact while speaking were considered more intelligent than those who didn't.

Showcase your potential

Focus more on what you could do in the future. Our brains pay more attention to uncertain information because they want to unlock it.

Uncomfortable questions

Shift your answer from the past to the present and keep the conversation in a comfortable place.

Be enthusiastic

Project energy and excitement.

Be friendly & assertive

If you're not naturally extroverted, you need to make sure you sell your skills and don't be afraid to take ownership of your contribution to a project

Go off-script

'Let me tell you what's not on my resume' gets the interviewer's attention and stop mindlessly looking at the resume.

"Why did you invite me to interview today?": makes the interviewer think about your strengths.

Pre-interview small

talk

Candidates better at rapport building received higher ratings on the job-related questions than candidates who were less adept at chit-chatting

Leave memorably

Shake hands and say, 'Thanks for your time. May I leave you with a final thought: I'm very enthusiastic about this opportunity and am very interested in this position.'

Be ready to summarize why you're the best person for the position;

Ask about next steps or if there's any more information you can provide or clarify any answers given.



Dress Like They Do

Tech companies have different dress clothes, be one of the team

Go Neutral

Conservative business attire is best

So Fresh And So Clean, Clean

Overall appearance should be presentable

Plug In That Iron

Make sure clothes are ironed (as needed)

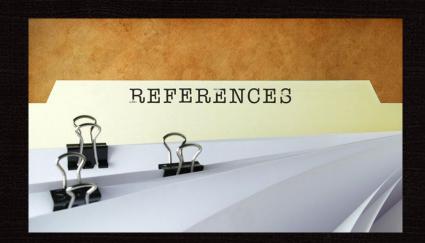
Look like you have made an effort!

5. Plan What to Bring









6. Pay-Attention to Non-Verbal

Communication

Start Ahead

Interview begins before you even arrive

Project Confidence

Smile and use a firm handshake

Posture Counts

Be aware of your body/gestures

Be Engaged

Look into the camera; rearrange if necessary

Manage Reactions

Facial expressions provide clues to how you are feeling

7. Follow–Up (Prepping Your

Questions)

Bring A List

Part of your preparation is creating a list of questions designed to help you assess fit of the organization for you!

Be Strategic

Cover information not discussed or clarify a previous topic



HINT: Do not ask information that is answered on the company website!

What do people love about working here?
What do you consider the most important criteria for success in this job?
Can you describe an employee who is an

exceptional example of

living the organization's

culture.

Interviewer: "Do You Have Any Questions?"

How does your team approach problems?

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- How has the position evolved and how may it change moving forward?
- What are the next steps in the hiring process?



Anything that you have found useful during interviews?







