

Values-Based Questions

Let's explore what values-based questions are in this lesson.

We'll cover the following ^

- Introduction
- Example
- Sample answers

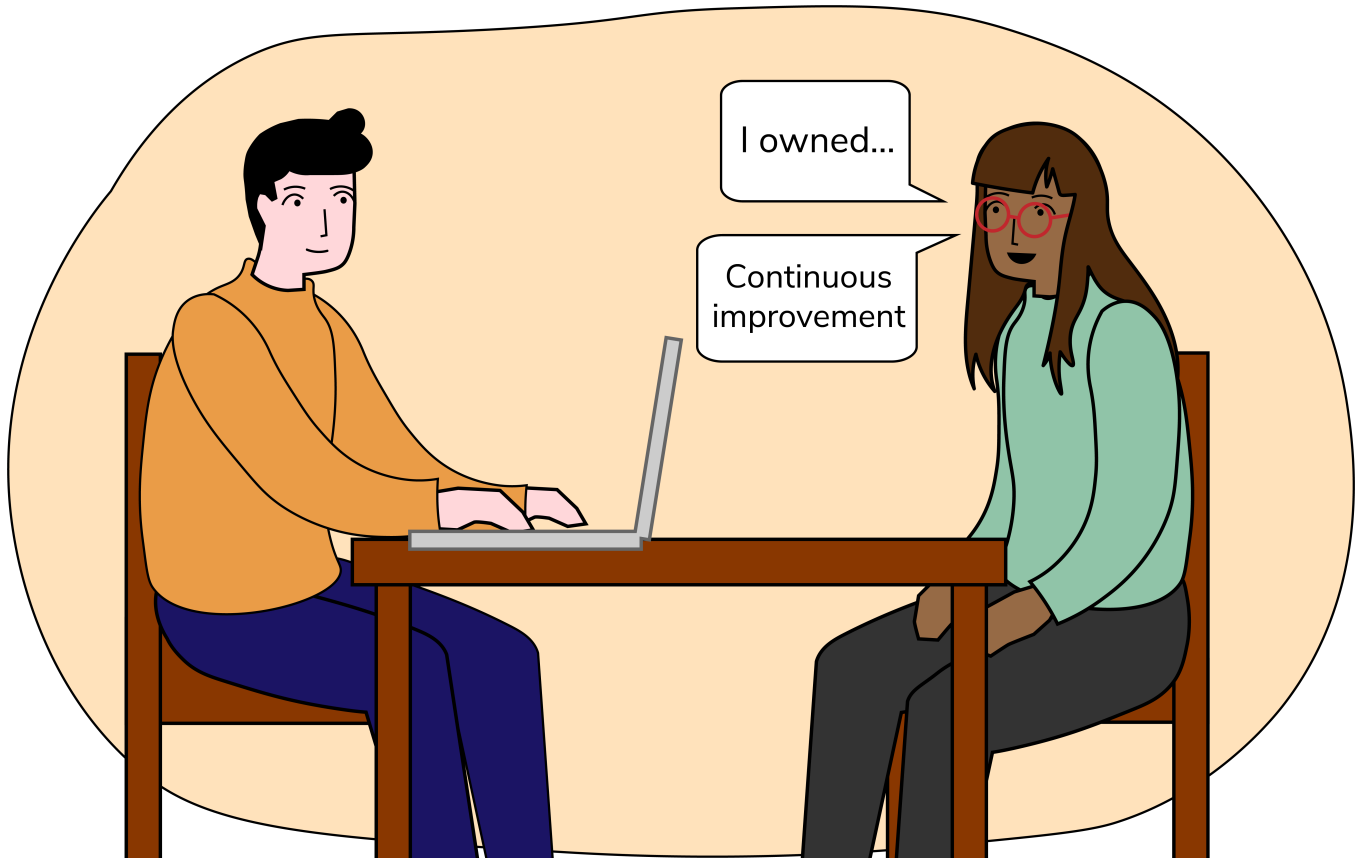
Introduction

Values-based questions openly examine whether or not your values are a good match with the organization's values.

The good news is that the responses you've prepared for the "prior experience" questions can also work well for values-based questions. This is the time for you to refer to your list of the organization's values from your homework.

Yes, you will want to use the organization's lingo (can be found on their website and/or social media) in your responses as it shows an understanding of the organization and an ability to meld into their culture.

Please do not confuse this with being phony, it is not the same thing. Instead, you are simply placing your knowledge and experiences into a framework that is familiar to the interviewer.



Example

If one of the organization's values is, "Act like an owner," and you are sharing a time when you were responsible for something, you can describe it by saying, "I owned..."

If the organization's value is, "Continuous Improvement," and you are giving an example of a problem you solved, it might fit to say something like, "this was a one-time fix for the problem, but in order to continuously improve, we monitored the results daily to understand early indicators."

Sample answers

Q: Give me an example of an org culture where you felt like you could do your best work. What was it about the culture that allowed you to perform well?

 Software engineer

 Project manager

💡 Product manager

💡 Engineering manager

Asking good questions is just as important as giving good answers! Let's learn how to do that in the next lesson.