

People management interview at Facebook

Check out this link about life as a manager at Facebook:

<https://www.facebook.com/careers/life/introducing-engineering-leaders-at-facebook>

We have a servant leadership culture at Facebook and we believe in a bottom up approach. It doesn't mean you need to come from this type of environment, however you do need to demonstrate in the interview that you can adapt and would like to work in this way. We look for open mindedness and being self critical, a growth mindset is super important to be successful at FB.

This is an example based interview and we are looking for clear well articulated examples of how you have managed different types of management challenges in your career. We don't want vague analogies or hypertheticals, we are looking for real concrete descriptions.

Take time to prep examples ahead of the interview, practice describing these situations out loud and make sure you communicate crisply with good context.

How would you answer questions on the following topics:

Your management philosophy, how do you manage the team?

1:1's

- How often are you having them? Regularity is important to us, weekly, bi weekly is a sign
- What do you cover in 1:1's
- Care and empathy - we look for examples of how you have shown care. We might ask how covid has impacted individuals
- Do you have growth plans for each person? Are you using 1:1s to help mentor someone to the next stage in their career?
- What else do you use 1:1's for

Feedback

- Do you have a 360 feedback culture?
- What was the last bit of feedback you received?
- Can you give an example of feedback that you have delivered that was really impactful?
- We are looking for lots of examples around how you give feedback and receive it but also with different levels of people in the team.

Growing people

- This is the most important part of the interview
- We want to see how you've grown different levels of people, what their original performance was like and how you coached them to where they are now
- Structure and process is very important
- You should think about as many examples as you can
- Be detailed in your descriptions

Managing underperformance

- Ideally you should have multiple examples of dealing with different underperformance situations
- The complexity of these gives us signal on if you'd be able to confidently manage a team at Facebook
- How fast you action and identify underperformance is important
- The structure and action items
- PIP
- Successfully improving someone back into a meets performing level
- Moving someone into a new role
- Exiting them from the company