Elevator Pitch

1.) Share your skills (past and present).

- what is your background in?
- What are some accomplishments you want to share? What is the value you can bring?
- What are your career goals or aspirations?
- Remember this is who you are as a professional. There will be plenty of time to share who you are as a person outside of a professional setting. You should always share a little bit of why you're interested in the company. Show them you did your research.

I am a full stack software developer. I've learned a handful of technologies over the past half year and attended Codeworks, a software development program. I really enjoy seeing completion of an application after all the work it takes to build out and I especially enjoy pair coding because I always learn a lot from it.

I come from a background in Finance. I was the financial director for a local company that had 1 million+ in yearly revenue and handled bimonthly payroll and taxes for over sixty employees across 6 locations.

In my last couple positions, I took the initiative to step into additional roles and responsibilities to not only increase my value as an employee but because I am a natural lover of ongoing learning and learning new things. Which makes software development a great fit for me. I'm an organized person, so it's important to me to always have a clear vision of my goals, both career and personal. I really look forward to growing in my career as a software developer.

Things I can do to prepare for an interview / stand out as a candidate

- Research company. Look at their social media. Look at their stock. Look if they've been recently mention in news articles. Know what's going on currently at the company. Research your interviewer on linkedIn (how long they've been with the company, their position).
  - How can I incorporate the company's values?
  - What are the company's pain points and how can I help with it / add value?
- Treat everyone I encounter on the way into the interview with respect and engage in small talk
- Put thank you notes in car for physical interviews (take in after interview) or email if remote.

2 whiteboard challenges

1. I practiced the fizzbuzz whiteboard challenge with Ethan Boone at lunchtime on 5/26.
2. I practiced a whiteboard challenge with Melia on 5/27 that I found off edabit. I definitely need to review array methods!!!
3. I also have a pro membership on edabit. It's my goal to practice at least 15-20 minutes a day.

My Questions for an Employer at the End of Interview

1. What are your expectations of the first 90 days for this position?

2. What are the most important things you're prioritizing or looking for in the candidate you hire?
3. What have others gone on to do in the company after starting in this position?
4. What has been your best experience working here?
5. Once I get the basics of the role, what opportunities are provided for continued learning and career growth?

5 common Interview Questions- STAR Responses

Situation: share context about it, least amount of time on this.
Task: your role in the situation/challenge. Minimal time. 1-2 points to illustrate task you needed to complete
Action: specific actions you took to overcome the challenge.
Result: outcome you reached through your actions. 2-3 most impressive results. Quantify your success or provide concrete examples. what you learned, how you grew, why you're stronger because of it.

1. Tell me about a time when you set and achieved a specific goal.

   In November 2019, I had the goal of becoming debt-free. Luckily, my husband was on board with this goal, too. I set this goal because I started thinking having children and realized I was not in good financial standing with the amount of debt I had. I am 'numbers' person so I updated the budget once or twice a week and made an excel sheet with the info on each debt and tracked the amount of debt payoff. To reach this goal, it took a massive amount of discipline. I achieved it by updating the budget often and sticking to the budgeted amounts. I achieved this goal in 18 months and got rid of nearly $100,000 of debt as well as saving about $7,000 to attend a software development bootcamp to change my career. Achieving this goal made me a stronger person. I know I can lay out a plan, follow it and get it done. It made me very conscious and focused on other life goals as well which is why I decided to change my career during my debt payoff. As a result, I experience a lot more gratitude for the small things!

2. Share an example of a time when you faced a difficult problem at work. How did you solve this problem?

   I was the financial director for a company that took a large revenue hit during COVID. In my role, I had to navigate the company's finances and payroll for 60+ employees during this very difficult and scary time. I created a plan to map out revenue loss, update income estimations, and apply for a business grants through the state of Idaho & PPP emergency business loan on behalf of the company. All 6 locations were able to keep their doors open during 2020 while many childcare facilities ended up closing. With careful financial planning and with help from monthly childcare grants from Idaho health & welfare and the federal PPP loan, the company continued serving the community and did not have to lay off employees.

3. Describe a time when you had a conflict with a colleague. How did you handle it?

   I experienced conflict with another software developer while building out a full stack application. I was on a team with 4 other developers and was acting as product owner over the 2-week sprint.

During this sprint, this individual had conflict with other developers on the team as well. To overcome this challenge and keep progressing toward the finished product, I made sure to keep open communication with all developers on the team and maintain our daily standup and sprint review to keep us moving forward. I tried to adapt to the individual's communication style to make sure they felt heard. My team ended the sprint with our finished product and reached our stretch goals as well.

4. Describe a time when you were under a lot of pressure at work. How did you react?

As I was preparing to leave my most recent job as a financial director to attend a software development bootcamp, I had a lot to cover to make sure I left things neat, train my replacement, and get the previous year's tax information to the accountant so she could file the company's corporate tax return. To make the most of my time, I planned out my last 6 weeks to cover everything I had to do. Planning and organizing my tasks helped me to leave feeling accomplished and knowing everything was taken care of. In my last 6 weeks, I gathered all tax information for the company's accountant, walked the accountant through the company's bookkeeping software since they were taking it over, successfully got the company's emergency COVID loan forgiven, and trained my replacement in payroll processing and HR duties.

5. Tell me about a time when you had to explain a complex topic to people with less subject knowledge. How did you make sure everyone could understand you?

I oversaw the training of new site managers on the industry-specific software my company used. This software was complex and could be difficult to understand with beginner level knowledge. As the company 'SME' (subject matter expert), I was in charge of this training. The site managers were required to run the daily operations of their facility by navigating this software and also running daily reports. I needed to find a way to help a beginner use this software in an advanced manner. I began by creating a training schedule in order to start with smaller concepts and work up from there. I utilized the software company's website for helpful explanations. By creating a unique training schedule, I was able to train new site managers in a matter of a few days until they were successfully operating their facility.