

# Interviewing Skills

IT WOULD START WITH FIVE MINUTES  
OF PEELING LINT FROM DRYER TRAPS  
FOLLOWED BY AN HOUR OF PRESSING  
A LIGHTSABER HANDLE AGAINST  
THINGS AND SWITCHING IT ON.  
THEN I'D RETIRE TO A LIFE OF LUXURY.



WHEN PEOPLE ASK ME TO DESCRIBE MY DREAM  
JOB, I'M NEVER SURE HOW REALISTIC TO BE.





Why  
Process  
Gaming the process  
Final thoughts

# Process

# People

- First link
  - **Sourcer:** Working in bulk
  - **Referrer:** Your advocate
- **Recruiter:** Your advocate
- **Interviewers:** Limited time to evaluate you
- **Hiring Manager:** Stakeholder / decision maker



# Steps

- Begin relationship
  - Refer / apply / source finds you
- **Non-technical screen:** Culture fit / minimum skill set on paper
- **Technical screen:** Minimum skill set
- **Onsite:** Culture fit, able to add value, able to collaborate
- **Follow ups:** Salary, manager, timing
- **Offer:** \$

# Artifacts

- Resume
- LinkedIn
- Internal packet / scores



Phone -> Phone ->  
On-site -> Offer



Gaming the process



# CRACKING *the* CODING INTERVIEW

189 PROGRAMMING QUESTIONS & SOLUTIONS



GAYLE LAAKMANN MCDOWELL **6<sup>TH</sup>** EDITION  
Author of Cracking the PM Interview and Cracking the Tech Career





# Resume

- Optimize for each person (recruiter, interviewer, hiring manager)
- Optimize for 10 second read, 30 second read, 5 minute read
- Communicate your accomplishments clearly and succinctly
- Have someone look at your resume, and try to repeat is blind



# LinkedIn

- See resume
- + Have a professional picture

# Criteria

At all times, communicate:

- **Technical skills:** What can you bring to the table
- **Interpersonal skills:** Are you an enjoyable person to spend time with?
- **Collaborative skills:** Can you build things while working with other people?

# Gotchas

- **Don't lie:** Unless you know that you won't get caught
- **Ego:** Some shops are looking for people with egos. Some people avoid the 'genius jerk' like the plague
- **Depth:** Understand that you will know some areas better than the interviewer (be humble), and that the interviewer will know many areas better than you (be interested and honest)
- **Passion:** Act like every job is your dream job. It might actually be.



# Opportunities

- Work your network!
- Show passion for previous work
- Speak positively of everyone you've ever worked with
- Challenge the interviewer

# LIFE SCORECARD

TIMES WHEN I THOUGHT...

"I'M NOT REALLY HAPPY HERE, BUT  
MAYBE THIS IS THE BEST I CAN EXPECT  
AND I'LL REGRET GIVING IT UP."

...IT TURNED OUT I...

SHOULD HAVE STAYED	SHOULD HAVE LEFT SOONER
	### ###

Thanks!