Interviewing Best Practices

Remember, every question is a test so when they say "How are you?" reply "Goal orientated, thank you."

Learning Outcomes

By the end of this session, you should be able to:

- List common types of interview questions.

- Have prepared answer for common interview questions.

- Use the CAR (Context, Action, Result) method for behavioral interviewing.

How Interviews Will Go

1. Icebreaker / Your Story question

2. Historical behavioral question about a line-item in your background

3. Follow-up questions (a few)

4. Rinse, wash repeat

5. "Why are you interested in Company X?"

6. "Do you have any questions for me?"

Common Question Types in Interviews

1. Icebreaker Questions

2. Employment History Questions

3. Behavioral Questions

First Impressions Count

Icebreaker Questions

1. Tell me about yourself…

2. How are you doing?

3. What are you up to right now?

4. How is your week going?

For Each Past Work Experience

1. Why did you go there?

2. What did you do?

3. Why did you leave?

Key themes:
Intentionality & Lessons Learned

Why did you go there?

Bad answers:

- It was the only offer I got.

- Followed boyfriend / girlfriend / sig-o.

Good answers:

- Logical & Intentional.

- I went there because of X, Y and Z (professional, known things).

- "My last job wasn't technical enough, so I was looking for a role that did more in Python."

- If there is a personal reason that you want to share, make it simple: "My mother got sick."

What did you do when you were there?

Bad answers:

- I don't remember...

- Not much - Just followed directions.

Good answer:

- The company did X, and I supported by doing Y.

Why did you leave?

Bad answers:

- I was fired.

- The job sucked.

- I hated everyone there.

Good Answers:

- Develop different / additional skills.

- Better opportunity elsewhere.

- Needed a break (MAYBE).

- Location (MAYBE).

Behavioral Interviewing Questions

- "Tell me about a time you failed. How did you deal with the situation?"

- "What is your greatest strength?"

- "What is your greatest weakness?"

- "Tell me about a time your responsibilities got a little overwhelming. What did you do?"

- "Give me an example of a time you faced a conflict while working on a team. How did you handle that?"

CAR Method for Behavioral Interviewing

Context of the situation

Actions you took

Results acheived

Questions you'll ask them

- **ALWAYS HAVE SOMETHING PREPARED**

- Generic is okay: "What is the best thing about working here?"

- Be specific: "You choose to release Y product. Why?"

- Examples

Miscellaneous Advice

- Rehearse enough to be fluent. However, don't memorize.

- Be excited to answer them!

- It is okay if something didn't turn out right - it happens to everyone.

- Never lie:

  - Round up

  - You do not need to disclose every fact.

Takeaways

- Recognize the type of interview questions so you can appropriately answer it.

- Have rehearsed answers for common questions.

- For behavioral interviewing, structure your answers with CAR (Context, Action, Result).