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Behavioral Interview at Google

A Anonymous
May 23

I have an interview with Google for SWE position.

Google Behavioral questions

Questions

- 1. What should I expect at the behavioral interview? Can you give me some examples or good resource for prep?
50 words minimum.
- 2. What Google want to find out? Any tips would be appreciated.
50 words minimum.

3 Answers

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- 1. What should I expect at the behavioral interview? Can you give me some examples or good resource for prep?



The behavioral interview will be much like the other companies. Typically we look for "Googlyness". Are you good at working with others. Do you take feedback well. Do you thrive in ambiguity. Do you do the right thing even when it's uncomfortable. We'll ask you for examples in your career where you exhibited these qualities, but don't expect the questions to look like the ones I mentioned so far. There is no way to prep for a behavioral interview. The one thing I can tell you is to be genuine. Too often candidates think they can get away with an answer that pleases the interviewer. I'm too much of a perfectionist and that's my weakness they say. Keep in mind that interviewers have interviewed many candidates before and can tell the difference between a genuine/disingenuous candidate. Interviewers will catch your BS right away and expect to get grilled. Be genuine!

2. What Google want to find out? Any tips would be appreciated.

Google wants to find out if you're good to work with. We have a no jerks policy, but we don't want people to stay silent either. It's often a balance that's hard to achieve. Calling something out can be seen as a jerky move but at the same time it needs to be done, and it can be done in a respectful way. One tip I can give is to do an introspection of your career so far, and think about the times you succeeded and failed. Actually just watch this guy's video: <https://www.youtube.com/watch?v=PJKYqLP6MRE>. He sums up the behavior interview perfectly.

A Anonymous ★★★★★

Thank you for your detailed response.

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May 23

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1. What should I expect at the behavioral interview? Can you give me some examples or good resource for prep?

Our behavioral interview is very much like other company's behavioral interviews, we ask questions like how do you handle a conflict, how do you cooperate with your teammates, etc. We will ask 3-4 behavior questions in total, and we start by asking some of your previous work experience (or if you are a new grad, projects at school). You can find these questions easily online, for instance: <https://blog.timesunion.com/careers/50-behavioral-based-interview-questions-you-might-be-asked/1538/>

2. What Google want to find out? Any tips would be appreciated.

We want to find out if you are a good fit to our company. Does your mindset and behavior align with the company? Are you able to make the right call when facing dilemma? These are all indications of whether you will fit into the company. Overall it's not hard to pass the interview, you just have to answer questions the "standard way".

A Anonymous ★★★★★

Thank you for your response.

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