

Job Search Workshop

Saturday, 15 June 2024

1:30 PM

Hiring manager -> starts on

Factors affect shortlisting the CV

- HM's boss friendship
- HM's friendship+network
- Company brandname & recent hotness
 - Snapdeal 2014
 - Gojek 2019
- OSS because publicly verifiable
- College name
- Story
 - Lift Gojek t-shirt - Amazon L7 asks

Apply in top 500 Fortune companies, cutoff revenue for 2024 fortune 500 companies is 7 B

How to find list of companies to apply to		
Type of funding	Headquarter	amuldotexeds

Public i.e. listed in stock markets	Headquartered in India	<ul style="list-style-type: none"> Find list of companies from NSE + BSE about say top 100 companies by market cap in India Wikipedia + Fortune all have this info, so do many mag articles Now figure out positions via Linkedn (people identification or job search) or portals Apply a lot via all methods you know
	Headquartered outside India (US, EU, AUS, SG, Japan etc.)	<ul style="list-style-type: none"> Find list of companies from Nasdaq, NYSE on largest companies of US by market cap (Wiki, Mag Articles, Fortune) Find list of European Stock Exchanges like Euronext, London Stock Exchange Group, Deutsche Börse, SIX Swiss Exchange, Nasdaq Nordic etc. Similar for other geographies Check if these companies have an office in India (portals) If these companies do not have remote jobs or only onsite, apply via all channels. Now a days these companies have started sponsoring visa for these position
Privately held companies i.e. 100% Founder owned or have VC funding	Headquartered in India	<ul style="list-style-type: none"> This is tricky because the public data sources are distributed. Major sources <ul style="list-style-type: none"> Best is crunchbase, use free trial to manually note down 300 to 500 companies by funding amount or take a favour from a friend who has access Wikipedia has list of 100 unicorns in India Find this out via friends + tech communities + job search boards Here is the trick: <ul style="list-style-type: none"> Create a micro circle for friends who pool their findings into a common document. Idea is to cooperate to dominate. Sum is greater than the parts. Please understand that knowing the list of companies is part of your career. The more you learn the more mature your decisions will be. Whenever you encounter any job or any person related to a private company, add the name to the shared pool of your master company list. This list is your job search guide. Sort the list by multiple factors (culture, market cap, profitability etc.) and then apply according to your context / phase of career Also list down the referrals so that your referrals come of use to others, and others can be used for you
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You make good money

You have good work life balance

Major ideas

1. Identify segment of companies & priority order of companies based on decreasing funding amount or location or any other parameter
2. Apply via following routes in decreasing order of priority
 - a. Find a personal IRL connect who can refer
 - b. Apply on job portals, the more native to that geography the better, i.e. prefer a local job search portal over LinkedIn, so you are part of a smaller cohort of applicants
 - c. LinkedIn common connections method
 - d. Hang out where people who hire or can refer hangout
 - i. conferences
 - ii. housing societies
 - iii. OSS

Assuming you have capital X, 4 broad types of outcomes are possible in investments or in general other games in life

- A. big win
- B. small win
- C. small loss
- D. big loss

hypothesis:

your main job is to avoid or minimize the outcome D
and roll the dice as many times

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The Man in the Arena

T H E O D O R E R O O S E V E L T

April 23, 1910

**It is not the critic who counts; not the man
who points out how the strong man
stumbles, or where the doer of deeds could**

stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, and comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows the great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who know neither victory nor defeat.

Important to marinate

- How do marwari businessmen grow
 - avoid ruin
 - keep experimenting 100s of times
- How to get a good job
 - do not damage your reputation permanently with lack of integrity or unethical activities + keep attempting a lot of interviews
- Important to understand those with more iterations learn a LOT more & that learning compounds to give non-linear results
 - Our neural nets are always learning from each interview they go through
 - Our subconscious gets more aligned what the market wants with each such exposure on
 - what to say
 - how to approach
 - what to focus on
- Essence of Job search Journey
 - Those who try can only understand the pain of not making it through
 - Don't let anyone tell you that you should not feel the pain, because they did invest 100s of hours of their soul into this pursuit
 - Simulating 2 people
 - Serious people

- Over analyze everything
- Give only 4 interviews & apply at only few places
- People with levity
 - Try everything without baggage of the past
 - 41 interview attempts lead to 42nd interview selection

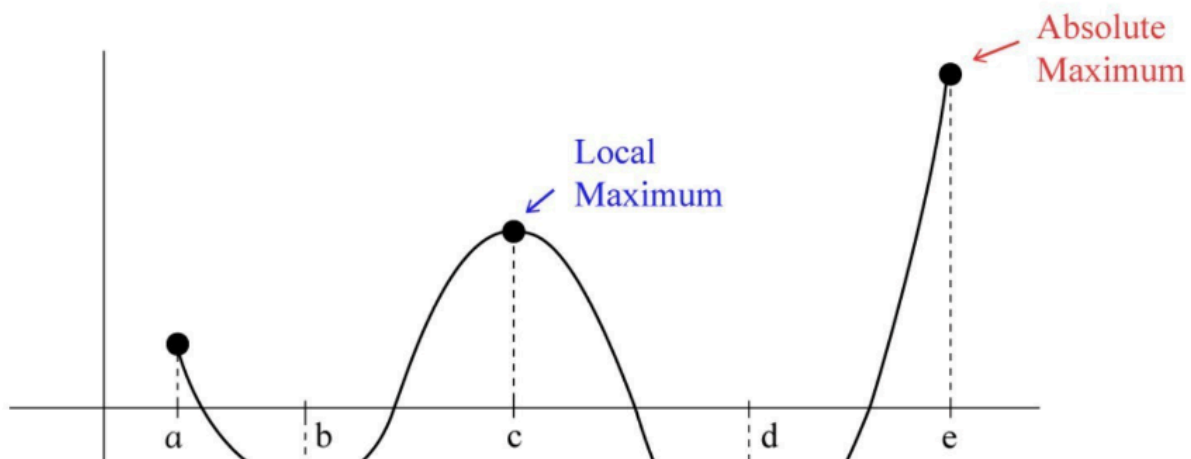
Question

If you think of yourself as a one person business

what is your number 1 job

Ans

Your main job is to get the next job





Imagine starting job search at

- point b
- point c

Hypothesis:

Start your job search, when you are at a local maximum:
point C

At point C, you have enough time, to evaluate an opportunity

- No hurry to move
- You are not desperate
- So you pick the org you can stick to, for long term
- Not something which barely meets the criteria

Example if you are at -5, even 0 looks awesome

Learn to model the real world as equations.

If you think about performance in an interview, call it "y".

Say:

$$y = ax_1 + bx_2 + cx_3$$

This means that x_1 , x_2 , and x_3 are variables that influence the value of y .

So, the weightage by which they influence y basically depends on a , b , and c .

Basically, if a particular variable (factor), e.g., x_3 , is influencing y heavily, it means

- its adjoining coefficient, i.e., c , is very high OR
- the value of x_3 is very high

pause on this

Now that you have this mental model

The 3 key factors of interview performance are likely

- luck (x1)
 - knowledge (x2)
 - temperament (x3)
- Luck (x1) is a big factor

Why?

So many random events influence the interview outcome, given it is a complex & unpredictable human interaction

- Interview Knowledge can often be orthogonal to Job-Skills knowledge
- If someone gives you a problem statement at home & someone else gives the same problem in an interview, your performance will differ significantly

orthogonal - unrelated

Benefits of mocks

- Mock interviews improve temperament
- Mock interviews are momentum builders
- Mock interviews increase interview-specific knowledge which is much more targeted way of learning than broader learning methods for interview topics
- Mock interviews are low cost reality checks
- Mock interviews help you identify & network with potential long term collaborators

Pro tip for temperament

Immediate boost for mock interviews / interviews performance:

Baseline mindfulness level = slowing down time

This is a good predictor
of the nuance in your interview behavior & problem solving

Most folks know how mindfulness can be improved:

- Meditation
- Chanting
- Non-Sleep Deep Rest (Yog Nidra)

Imagine this amazing girl who is very pretty. You are sitting with her.

- You've been thinking about her for a long time, and now you have an organic chance to speak to her.
- Just imagine this situation.

- The stakes feel high.
- The heart races.
- Now, how coherent you are while talking to her or how thoughtful you are during that conversation really depends on whether you think you deserve to be talking to her or not

Pause here:

It is about **whether you think you deserve to talk to her or not**

What is your belief?

- If you think she's out of my league, then you will fumble because in your mind, she's out of your league.
- Your mind will feel unnecessary uneasiness in speaking to her
- The more you feel the difference between you & her
- The more likely you will fumble

How many opportunities in life have you messed up because of this pattern

- Apply this to you deserving a position in a company you prefer
- Reduce drama by written affirmations like *I deserve to be an SDE 2 at Gojek*
- Tell yourself: I am adequately equipped for this job
 - The important word is to avoid perfectionism & the word "adequate" is key
 - You should just be adequate enough and get the job done; you don't have to be amazing or a perfectionist.
 - Adequacy is achievable for most jobs, my friend

Pattern of affirmations


No No No No No -> Maybe Maybe Maybe -> Yes Yes

Right now - choose an affirmation AND write it 30 times
and let us discuss

.

How to talk in interviews

- Fewer words per 10 seconds -mature, thoughtful, composed
- 2 second pause after someone stops speaking
- Ask for 2 minutes to compile your thoughts
- Validating assumptions
- Use wider variety low-drama vocab
 - That won't happen❌ Vs. I think that is a low probability event✅
 - This is the best way❌ Vs. One of the better ways✅
 - I believe❌ Vs. My hypothesis is✅
 - Example:
 - But what happens when the user clicks on A❌
 - Vs

- vs.
- I am wondering if using this approach we will be able to cover a use case where say the user clicks on A 
- Converse as if the interviewer is already your colleague

Headfake + Randy Pausch Reference

Headfake 1

- You can think for yourself if you sit down quietly
- You do not need influencers

Headfake 2

- You can find wisdom in micro-circles

- Conclusion
 - I have a lot to say, but unfortunately other things make me more money
 - Share notes of what you learnt on twitter
 - Attract similar friends who are on similar journey
 - You sharing notes is validation for me
 - What hashtag to use - vote
 - SINGLE TASK
 - 50 mocks in 200 days
 - Compile list of websites: slack + discord + WA channels + twitter gcs for mock interviews via the hashtag
 - github repos
 - tag me also
 - Share progress
 - Anon profile
 - Why not create a community? Create your own GCs

