Interview Understanding

Hiring Selection Process

Generic Process

Apply ⇒ Shortlist ⇒ Pre assesment ⇒ 1st Interview ⇒ 2nd Interview ⇒ Offer ⇒ Hire

Software Engineer Process

Resume ⇒ Coding Pre Assesment ⇒ HR Interview ⇒ User intreview (Code Pairing)⇒ Offering

Pre Assesment

Before writting a code always ask questions

- Clarify the requirement
- Draw a diagrams,process flow, and other requirement to show you fully understand about the problem
- Always look for the quickest solution so you don't lose interview interest
- Discuss the ways you would refactor the solution

HR Inteview

we will get ask a situational questions to measure how effectively candidates can apply their skills in a real world or hypothetical situations.

FAQs in an inteview

1. Tell me about yourself ...
2. Tell me about your experience in previous company (for fresh grads, tell me more about your organizational experience) ...
3. What would you consider to be your biggest strength? Your weakness?
4. If you are in a situation where you have to be the decision maker, what would you do?
5. How do you usually lead your teammates?
6. Tell me about how you work under pressure ...
7. What is your expected salary?

Getting ready for Situational Questions with STAR Strategy

Situation
Describe the context within which you performed a job or faced a challenge at work.

Action
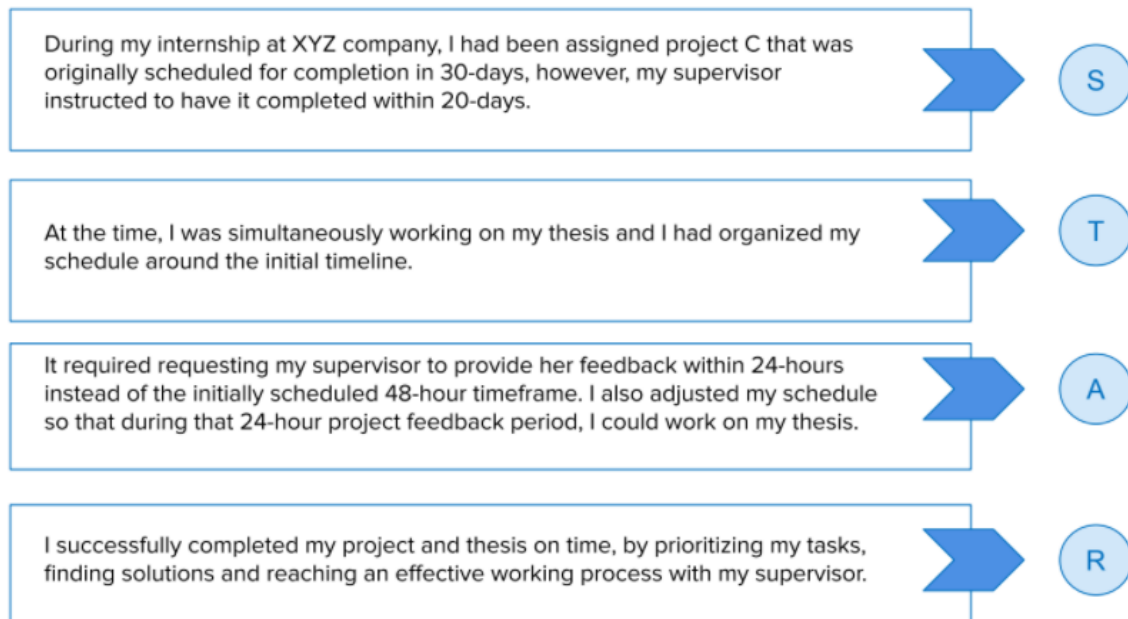Describe how you completed the task or endeavored to meet the challenge.

Task
Describe your responsibility in that situation.

Result
Finally, explain the outcomes or results generated by the taken action.

Sample for using a STAR Strategy

During my internship at XYZ company, I had been assigned project C that was originally scheduled for completion in 30-days, however, my supervisor instructed to have it completed within 20-days. → S

At the time, I was simultaneously working on my thesis and I had organized my schedule around the initial timeline. → T

It required requesting my supervisor to provide her feedback within 24-hours instead of the initially scheduled 48-hour timeframe. I also adjusted my schedule so that during that 24-hour project feedback period, I could work on my thesis. → A

I successfully completed my project and thesis on time, by prioritizing my tasks, finding solutions and reaching an effective working process with my supervisor. → R

Pair Programming

Pair Programming is an agile software development technique in which two programmers work together at one workstation.One the driver, who writes a code and the other will be the observer or navigator, who reviews each line of code as it is typed in.The two programmers can swith roles frequently.

Generally, the test aims to understand:
1. How well the candidate **understands and deconstructs the challenge** that was assigned.
2. How well the candidate **thinks through possible solutions.**
3. How well the candidate **communicates and collaborate with the candidate** through the process.

Do's in Pair Programming Interview

- **Be prepared.** Check the company's web/mobile applications to better understand their products and the programming language/s they use.

- **Make it seem like a normal pairing day.** Instead of treating it as a technical interview, enter with the mindset that it's just like a pairing "test drive".

- **Communicate effectively with your partner.** Talk to your pairing partner about your approach and the solution you have in mind. This lets them know you communicate your ideas well. Always have an open-mind and don't force your ideas. Staying open to others ideas and feedback shows that you can work well in teams.

- **Focus on solving the problem.** Pay attention to the cues of your partner. Your interviewer will either agree to your approach or let you know if you're doing something wrong.

Do's & Don't of Job Interviews

Preparation before interviews

- The jobs candidate is expected to have an understanding of the position, the organization and their own professional skill set or industry.

Know the company and the interviewer

Do your research on the company. Find out **what technologies** and **frameworks** they use. **What are their 2 or 3 year initiatives**? **What markets** and domains do they work with? Research gives you not only good talking points and shows your interest in the company, but also helps you pinpoint where your skills align with the job requirements.

While researching the company, **look up your interviewer on LinkedIn.** Knowing a little bit about this individual can help you tailor your answers in a way the interviewer will best understand. For example, an **HR person may not understand technical jargon** whereas a lead software engineer would welcome it. Lastly, **know the interviewer's name** and use it somewhere in the interview. **Remember that you're speaking to another human being**, and using someone's name **shows respect** and **expresses interest** in possibly working with this person.

Prepare answering behavioural questions

Spend some time to practice answering behavioural questions that the interviewers might ask. Entering an interview unprepared could result in a missed opportunity.

Brush-up your skills

Take the time to refresh your knowledge and skill-sets that the company is looking for and even beyond that to be successful in the interview.

Internet Stability and Device Preparation

Ensure that you have a good and stable Internet connection before joining in an online interview, as they can make or break your interview's success. Prepare yourself with a secondary connection by using tethering so that the interview session would run smoothly. Always double check your device, whether it's your microphone or a web camera, as well as your interview software to prevent device failure during an interview.

Background

Specific for online interviews, your video background can be another source of impression for the interviewers.

Your virtual background should show a clear or a plain background so the recruiter would not be distracted.

During Interview

Leave a good first impression

You never get a second chance at a first impression. Remember to exude confidence and present yourself with high levels of **energy and enthusiasm**. While a firm handshake is the norm for offline interviews, **a smile, proper greetings, and looking straight to the camera consistently during online interviews** give a good impression of you and will set you up for a successful interview. In the modern workplace, digital talent will be working closely with stakeholders, other developers, and business teams. Interviewers will place just as much importance on **communication skills** as they will on your technical capabilities.

Understand basic body language cues

During social and professional interactions with other individuals, be it online or offline, **body language can be a window to the soul**. Remember, an online interview is still a professional interview. Just because you're at home **does not mean that you can neglect professional etiquette and gestures**.

Always **maintain good posture**, **avoid distracting behavior**, and **use hand gestures appropriately**. Don't forget to **smile**! If you can, **notice body language cues in your interviewer**. For example, you may find your interviewer clear their throat or become impatient during a long-winded answer. If you can dial in on the interviewer's body language cues, you can **keep your interviewer engaged**, **maintain good momentum**, or even **turn the tide** of a poor interview.

Things not to do during jobs interview

Don't arrive late

Prepare your time carefully and leave a cushion for unexpected delays. Being late can be a deal breaker and create the impression that you might be an irresponsible individual, especially if the interview is online.

Don't ignore the gatekeepers

When you are invited to interviews at offline venues, even the receptionist or administrative worker may be asked their opinion about the impression you have made. Engage everyone you meet, and make them feel appreciated.

Don't leave your cellphone on

Do not leave your cellphone on during the interview, or glance at it at all. Most of us unconsciously get distracted by messages and alerts coming into our phone, so ensure you stay focused by switching off your phone.

Don't display negative body language

Refrain from leaning back, slouching or displaying disinterest through your posture. Lean slightly forward to engage your interviewer(s) and show an active interest in what they are saying.

Don't speak in a monotone

Modulate your voice to show emphasis and excitement when making a point. Employers look for energetic and engaged employees.

Don't look at your watch or elsewhere

If you monitor the time or looking at other directions beyond the interviewers' eye level in an obvious way, it might be perceived as an indication that you are bored, anxious, or just simply inattentive.

Don't dress too casually

Err on the side of overdressing to demonstrate that you are serious about the opportunity. Being interviewed from your home is not an excuse to wear informal attire.

Don't rush to respond to questions

Listening is an underrated interviewing skill. Make sure you know what your interviewer is driving at before you launch into an answer. Reflecting before you respond is a sign of maturity and intelligence.

Don't act nervous or dejected

Don't act nervous or dejected if things aren't going perfectly. Retaining your confidence when you are stumped by a question can demonstrate that you will work well under pressure. Saying confidently that the question is a great one and that you will need to give it further thought to answer it fully is acceptable. Review what to do if you can't answer an interview question, so you don't panic if it happens.

Don't use angry tones

Don't reflect an angry tone in your voice if your interviewer has taken a combative stance. Pressure can be a test of how you will retain your composure under fire. Maintain a civil tone at all times.

What to do after job interviews

Follow-up Emails

If you prefer, send a follow-up email to the interviewer to ask about the position. Follow the timeline the hiring manager gave you. If they didn't give you a timetable, email within 7 to 10-days after the interview. If you don't receive a reply after 7-days, follow up with a call to the employer to inquire about the position.

Understanding How to Prepare for the Process

- How to prepare for **Application** stage?

  Ensuring Resume is strong, **researching** companies that are solving problems/vision/mission aligned with yours, carefully reading job posts to ensure you meet requirements, then applying for job by completing the whole application including any questions/online assessments you need to answer.

  Beyond that, **network.** Find people you know that work in your target company, ask to meet, ask for introductions. If you don't know anyone, find out if the company has any events/meetups - attend them, ask questions and express your interest in working there.

- How to prepare for **Interviews** stage?

Whether it's phone interviews or in-person interviews, the best way you can prepare is **researching** as much as you can about the industry, the competition, the company (what makes them unique), the products/services, the division you will be entering, the leaders/people in the division, the role you are being interviewed for - and how to succeed in your role.

Beyond that, network. Talk to friends, mentors, acquaintances that can provide you with insight into what will be expected you during that specific interview process.

- How to prepare for **Offering** stage?

Once you successfully pass the interviews and you are presented with an offer, it is important to know how to respond. As always, **research** what are the market rates for professionals with experience and expertise as yourself. Don't limit your research to salary survey guides (they aren't always appropriate), but talk to other people in your cohort. One good place to explore online are job platforms where salaries are published. On Kalibrr for instance, some clients publish salaries so you can begin to gauge what to expect for similar roles.

Beyond market rates, it's important to know what's important to you. Always prioritize what you can learn, the value you can add, and your passion for the problem you are solving versus simply picking the job that pays most. If you are working in a role where you are learning, adding value and solving a problem you care about you will be successful. When you are successful in your role - money will come.

- How to prepare for **Hiring** stage?

Once you are hired, what can you do?

Prepare yourself to succeed. Find out what will be your greatest priorities when you start the role, whether it's **learning** new platform/coding language/design methodology/project management process or **working** on specific project - if you can start before you enter. By giving yourself a head start, you will be able to move faster, learn faster, deliver value and create impact at a greater rate than your peers. You will stand out.

Remember, getting Hired is first goal. Passing Probation Period (usually 3-months) is second goal. Continually being trusted with greater responsibilities to positively impact the organization being the endless goal.

Conclusions

Key Takeaways

01.

Preparing for your career means researching, networking, learning and ensuring you are ready for success

02.

Start by defining your goal and purpose, and understand the problem you want to solve in your career

03.

Make sure your resume is complete; you should use keywords and relevant experiences to make your application stand out

04.

Building a strong network is essential for your career. You'll never know what opportunities you may receive from the people you meet

05.

Interviews are about preparation, finding information about the company and practicing your responses

06.

Looking for a meaningful career is the first step of your professional journey, do your best, never give up!

Last Message

It's not about falling in love with the solution, but falling in love with the problem.

If you can, find a job where you're solving a problem you love.