# Value Based Interview Questions

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# Values Context

The following lines outline the general values that are most likely to influence how well individual jobs will likely fit me, and as such, I am using them to guide the overall questions for possible interviews.

## Cross Disciplinary Learning

One of the core interests I have is in going outside of pure CS fields. As such, any jobs that allow me to more closely work with people outside of CS would likely take personal priority for me.

## Integrity

My personal opinion on company integrity is that I don’t particularly care about how they operate from within. However, I have very strong opinions on the integrity, especially in terms of psychological manipulation, in the products that a company produces.

## Autonomy and Management Styles

I am fine with all styles of communication, but I find I often tend to perform much better when left to my own devices, but have easy ways of reaching out to other people for feedback and opinions as fast as possible.

# Recruiter

1. Where does the company stand in terms of ethical design principles? Especially in terms of engagement loops? (Integrity)
2. What is the style of collaborative environment within the organization? Is it more flat or vertical? (Autonomy)
3. Are there mentorship opportunities beyond onboarding, or is it a more free-form communications environment? (Learning through people)
4. What is there to expect in terms of cross-disciplinary development? (Going outside of pure engineering)
5. What patterns tend to distinguish employees who succeed long-term here? (Work ethic fit)

# Manager

1. What is the process of developing the creative vision for projects created here? (Vision focus)
2. Is there a formalized decision-making framework for resolution of design conflicts, or is it more dependent on case-by-case situations? (Conflict management)
3. Within this role, how much autonomy exists to take a feature from concept to implementation? (Ownership of personal vision)
4. Are there any processes to help larger teams remain aligned with the overall design philosophy, especially when under time pressure? (Management styles and group cohesion)

# Possible Colleague

1. What does a typical workday look like for you? Do you often collaborate across disciplines? (Going outside of pure engineering)
2. How much influence do you think individuals have on the creative direction of their own work? (Ownership of vision)
3. Who is responsible for establishing the direction of the features that you develop? Is there much micromanagement in terms of implementation decisions? (Management style)
4. Have you found opportunities here to expand into new skills or domains? Especially artistic or managerial? (Going outside of pure engineering))
5. How is feedback typically acquired and exchanged? Both within and outside of the team. (Constructive collaboration)
6. Have you ever worked on a project where the business goals seemed to run into conflict with what was best for the end-user? How did the team handle that? (Integrity)