Agenda for tonight...

1. Interview Prep Checklist
2. Behavioral Questions + Approach
3. Exercise
4. Informational Interviews w/ Staff

Please welcome Ben!

Interview Prep

Behavioral questions and how to prepare

Interview Prep Checklist

1. Make a list of companies
2. Research the company / interviewer
3. Review / revise your resume + cover letter
4. Prepare and practice the Interview Grid
5. Prepare questions for your interviewer

Make a list of companies:

Couple of categories to consider:

- Technology
- Geography
- $$$ raised // size of company
- Industry
- Culture

Research the Company

What does is the company's core product or service? What is its mission?

How much money has it raised? What sort of growth has it seen recently? Who are its investors? Research the leaders of the organization (CEO, CTO, engineering manager etc.)

Compare to competitors - what is it doing different? What makes this company unique? What would you change to make it better?

What is it's stack? What technologies do they favor?

Review / revise your resume + cover letter

[C4Q Resume Template](#)

1. Revise type of experience displayed, description of responsibilities, or highlight of skills based on company research
2. Cover letters - Should be succinct and highlight your strengths in reference to what job requirements. Should be nuanced and tailored to each company/opportunity.

NO TYPOS.

Behavioral Questions & Interview Grid

Designed to help an interviewer to get to know your personality and understand your resume on a deeper level, these questions usually focus on your previous projects and professional experiences.

By preparing and reviewing the grid seen here prior to your interview, you will be able to easily answer any questions, even if you're nervous!

hint: keywords!

Common Questions	Project 1	Project 2	Project 3
Challenges			
Mistakes/Failures			
Enjoyed			
Leadership			
Conflicts			
What would you do differently			

Things to keep in mind when answering Qs

- Be prepared to talk about 1-3 projects in depth, and be very comfortable with the technical aspects of the projects. Ideally these are projects where you've had a leadership or defining role.
    - Be specific
    - Focus on you, not your team
    - Limit details, focus on impact
- Nugget
    - By starting your response to any behavioral questions with a succinct description of what your response will be about, you grab interviewer attention and give her/him an idea of what to expect. Also helps to focus your communication.

Things to keep in mind when answering Qs - p.2

- S.A.R.
  - Situation. Action. Result.
  - By structuring your answer this way the interviewer gets a clear idea of the problem and the impact you had in solving that problem.
  - Description of the situation should be brief, **Action** is the most important part of this exercise and it highlights what *you did*.
- What does it say?

	Nugget	Situation	Action	Result	What does it say?
Story #1					
Story #2					

Prepare Questions

This is an opportunity to get any questions you have about the company answered, as well as demonstrate your research, passion, and outside knowledge of the organization.

Types of questions to consider:

- Genuine Questions
    - What is the typical size of a development team? What tools or methodologies does your team use for communication/planning etc.?
    - What is the most challenging part of your work? Why did you choose to come here to X?
- Insightful questions:
    - Why does the product do X instead of Y? How do you deal with XX as a result of using Y technology
- Passion questions:
    - I'm really interested in learning more about database stuff - what sort of opportunities are there to explore these interests?
    - It seems like your team uses X - I'm not very familiar with that, could you tell me a bit more about it?

Exercise…

Please take 30m or so to think about your experience and personal story and fill in these two charts.

	Nugget	Situation	Action	Result	What does it say?
Story #1					
Story #2					

When you're finished please find a partner and take turns walking through your stories. Give one another feedback. Sample questions:
- Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way.
- Describe a time when you were faced with a stressful situation that demonstrated your coping skills.
- Give me a specific example of a time when you used good judgment and logic in solving a problem.

Common Questions	Project 1	Project 2	Project 3
Challenges			
Mistakes/Failures			
Enjoyed			
Leadership			
Conflicts			
What would you do differently			