

# Interviewing and Time

Supplying structure with micro stories and pace layers

# You and I

- You: elite
- Me: meh

# Complement Prof. Bizan's information

- Pace layers
- Micro stories
- Unstructured interviewing

# Pace layers

- [Why even bother?]
- Exchange
- Interview
- Interview gauntlet lineup
- Hiring process
- Serious job search
- “Teach Yourself Programming ...”
- Adult life

# Attention and meaning

- *It's a Wonderful Life*
- *How Will You Measure Your Life?*
- “Didn’t that dash of ~~hot sauce~~ fear bring out the flavor?”

# Micro stories

- “[Action verb]ed [quantified accomplishment noun phrase]”
- “Delivered 500 pizzas in one night”
- “Devised customer retention model still in production 18 months later”

# Micro stories

- Illustrate value given **to employer**
- Capture long-term meaning in short transmissions
- Conform you to flattering patterns
- You are the hero and the ending was happy ...
- ... but there's a hook to ask about.
  - “How the heck did you deliver that many pizzas?”

# Famous six word story attributed to Hemingway

- Elaborate and improvise
- “Improvise?” — Improvise **DOT ORG**



# What would ~~Google~~ ~~Facebook~~ ~~Uber~~ ~~Slack~~ Snap Do?

- The story of whiteboard screening

# Soar with the unicorns! Mount that donkey!

- Unstructured aka old school interviewing
- Disorganization, incompetence, and parochial agendas
- *What Color Is Your Parachute?*

# A structure for one overloaded hiring manager

- One technical position, reasonably general
  - For hiring an individual, not a widget
- 500 resumes
- You

# Invest

- Do you have capital? (If not, stop.)
- Do you have perspective? (If not, stop.)

# Read Every Resume

- 500 pieces of paper -> 10 humans
- First pass: 3 buckets
  - No, maybe, interesting!
  - 5 minutes / resume, accelerating to 1-2 minutes. Take breaks.
  - Not close to qualified? -> No bucket
  - May have done something outstanding in any field -> Interesting!
  - Default -> Maybe

# Find 10 humans

- Reread all the maybes
  - Demote most, promote a few. Slow when uncertain.
- Rank the interesting
  - Read slowly, consider, discuss
  - Contact in order for phone screens etc
- Interviews: who is this person?
  - Best combined with neutral scoring mechanisms
  - Know your biases and counter program them
  - You should have a strong ( ≠ accurate) opinion in 15 minutes
- Hire for 1-3 year window