



Cybertek

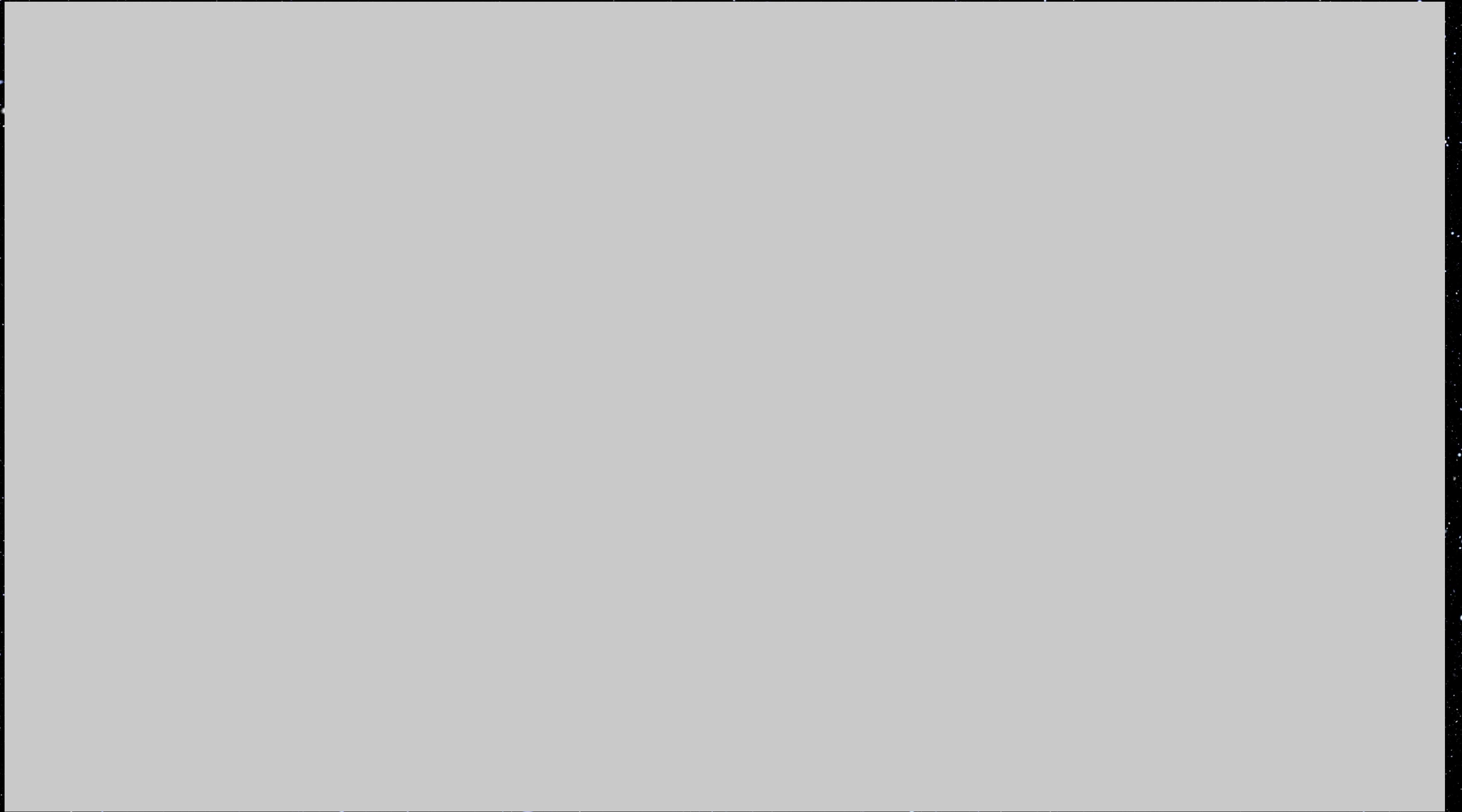
Not your average coding bootcamp.

BECOMING AN

BATCH 20



BEHAVIORAL INTERVIEW
PREP





The logo for Star Wars: The Rise of Skywalker. It features the word "STAR" in a blue outlined font above the word "WARS" in a larger, blue outlined font. Between "STAR" and "WARS" is the subtitle "THE RISE OF SKYWALKER" in white capital letters.

"ORIGIN DOES NOT
DETERMINE DESTINY"

LESSONS

FROM

"STAR WARS: RISE OF SKYWALKER"

- 1) You Aren't Your History**
- 2) Good people are out there when you need them**
- 3) Your story is not finished**



WHAT DOES YOUR TRANSFORMATION LOOK LIKE SO FAR?



General Interview

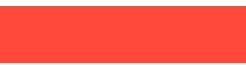
Preparation

- Recruiting & Interview Process
- Horror Stories
- Interview Types
- Quick Tips: How to Rock It
- BEHAVIORAL QUESTIONS!!!!!!





BEHAVIORAL INTERVIEW: OVERVIEW



- UNDERSTAND WHERE YOU ARE / WHO'S YOUR AUDIENCE
- NAIL THE FIRST IMPRESSION
- BE AUTHENTIC, CONFIDENT, & ELABORATE
- KNOW YOUR STORY (ELEVATOR PITCH: "TELL ME ABOUT YOURSELF")
- LET GO OF YOUR INSECURITIES
- PRACTICE, PRACTICE PRACTICE
- AVOID TRAPS



HORROR STORIES

Learning from other people's horror stories.

THE RECRUITING PROCESS

01

Understanding
where you stand

02

Understanding the
personas involved

03

Develop your
strategy and unique
approach



A

INTERVIEW TYPES

PHONE SCREEN | TECHNICAL

PHONE SCREEN | TECHNICAL

INTERVIEW | CULTURE FIT | PANEL

INTERVIEW |

HOW TO ROCK IT

The right preparation makes all the difference.

- Dress right
- Be on time
- Be authentic
- Don't be defensive or seem frustrated
- Elaborate
- Be confident
- Practice, practice, practice



B

BE AUTHENTIC

THE KEY TO YOUR HIRING MANAGER'S HEART

DEMONSTRATE THE FOLLOWING MESSAGE
THROUGHOUT YOUR INTERVIEW EXPERIENCE:

I am self-motivated. I figure out what needs to be done and I do it.



**PURPOSE: HOW YOU HANDLED
VARIOUS WORK SITUATIONS IN THE
PAST?**

**YOUR RESPONSE WILL REVEAL YOUR
SKILLS, ABILITIES, AND PERSONALITY.**



WHAT IS A BEHAVIORAL QUESTIONS

A behavioral question is a question that aims at learning about your past “behaviors” in specific work situations.

How you have “behaved” in certain situations in the past will give them clues on how you’ll behave in those same situations when working for them in the future.



DO YOUR HOMEWORK



**JOB DESCRIPTION
LINKEDIN
WEBSITE
SOCIAL MEDIA
RECENT NEWS**

Try to uncover what skills and values are important for the position and for the company.





What are they really trying to assess?

How you performed and behaved in the past in various positive and negative situations.

Parts of you that are hidden from your resume (good things and bad)

They will dig at things that are important to them:

- Natural Collaborator
- Growth Mindset
 - Ambition
 - Humility
- Ability to work under pressure
- Communication



TYPICAL QUESTION STRUCTURE

- "TELL ME ABOUT A TIME WHEN YOU..."
- "DESCRIBE HOW YOU HAVE HANDLED..."
- "GIVE ME AN EXAMPLE OF..."
- "WALK ME THROUGH..."



**KNOW YOUR STORY,
SPECIFICALLY:**

~

YOUR SUCCESS STORIES

A success story is a short story from your past that highlights a specific “quality” or “competency” that you possess.



S.T.A.R. METHOD

SITUATION, TASK, ACTION, RESULT

- **Situation.** Describe the circumstances of a specific situation relevant to the question.
- **Task.** Describe the tasks and responsibilities that were expected of you.
- **Action.** Describe what you did to resolve those tasks.
- **Result.** Describe the outcome of your actions specifically.



S.T.A.R. METHOD

SITUATION, TASK, ACTION, RESULT

- + **Situation:** "The internship application process I was managing had too many steps and I was receiving complaints from students and faculty members."
- + **Task:** "I needed to reduce the number of steps."
- + **Action:** "I created a process map, identified steps that could be combined or eliminated, created a proposal, and asked for feedback from my team. We then implemented the changes."
- + **Result:** "I received feedback from students and faculty that this new process was a great improvement, and cut our admin's time spent on applications down by 70 percent."



S.T.A.R. METHOD

SITUATION, TASK, ACTION, RESULT

“Tell me about a time when you had to give someone difficult feedback. How did you handle it?”

S: There was a team member in a project I was managing whose pace was lagging behind the others.

T: We were in the hyper-growth phase of a company project, so each member had to do research and produce a certain amount of content per week. The goal was to create 50 internet articles per month in order to bring more traffic to the platform.

A: We got together to address the issue. I explained that although he was falling behind, he could still improve by making a few adjustments to his strategy. I also encouraged him to collaborate with other members if he was struggling with something.

R: His productivity increased and he felt more confident in his work which led to the team meeting the monthly quota, and to him producing some great ideas.



COMMON BEHAVIOR QUESTION CATEGORIES:

Let's take a look at the common behavior-based question categories:

- Teamwork Oriented
- Problem Solving
- Initiative/Leadership
- Interpersonal Skills
- Challenge/Stress/Pressure



WHEN IN DOUBT, LIST YOUR EXPERIENCES

If you don't know where to start, think about the stories that will help you respond to behavioral questions and list out the ones you definitely want to share.

Imagine your life and experience is a movie and pick the ones you want to share.

- When you faced a challenge and when you were able to overcome it.
- A time when you felt a sense of accomplishment or success.
- A time when you stumbled and learned.



EXAMPLE QUESTIONS 1

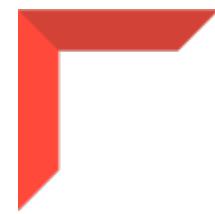
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- “DESCRIBE A SITUATION WHERE YOU DISAGREED WITH A SUPERVISOR.”
 - “TELL ME ABOUT A TIME YOU HAD A CONFLICT AT WORK.”
 - “TELL ME ABOUT A SITUATION WHERE YOU HAD TO SOLVE A DIFFICULT PROBLEM.”
 - “DESCRIBE A PROJECT OR IDEA (NOT NECESSARILY YOUR OWN) THAT WAS IMPLEMENTED PRIMARILY BECAUSE OF YOUR EFFORTS.”
 - “DO YOU FEEL YOU WORK WELL UNDER PRESSURE? IF SO, DESCRIBE A TIME WHEN YOU HAVE DONE SO...”
 - “GIVE ME AN EXAMPLE OF A TIME WHEN YOU MOTIVATED OTHERS.”
 - “TELL ME ABOUT A TIME WHERE YOU HAD TO DELEGATE TASKS DURING A PROJECT”
 - “GIVE ME AN EXAMPLE OF WHEN YOU SHOWED INITIATIVE AND TOOK THE LEAD.”
 - “TELL ME ABOUT A TIME WHEN YOU MISSED AN OBVIOUS SOLUTION TO A PROBLEM.”
 - “TELL ME ABOUT YOUR PROUDEST PROFESSIONAL ACCOMPLISHMENT.”

**CAN YOU SEE HOW THESE QUESTIONS ARE ALL TRYING TO FIND OUT
HOW YOU BEHAVED IN**



EXAMPLE QUESTIONS 2

- WHY DO YOU THINK YOU STAND OUT AS A CANDIDATE?
- WHAT ARE YOU LOOKING FOR IN YOUR NEXT JOB?
- SO, YOU'RE WORKING AT [INSERT COMPANY NAME] - WHAT DID YOU LIKE ABOUT WORKING FOR THAT COMPANY?
- DO YOU HAVE FAMILY? ARE YOU SINGLE? (THIS WAS ASKED BY A MAN TO A MAN - HEY, THIS IS AMERICA)
- WHAT ARE YOU EXPECTING FROM OUR COMPANY?
- WHY SHOULD WE HIRE YOU? (HIGHLIGHT YOUR TECHNICAL SKILL SETS AND PROVIDE EXAMPLES OF HOW YOU BROUGHT VALUE TO YOUR LAST PROJECT).
- WHICH OF YOUR PROJECTS YOU DID NOT LIKE THE MOST AND WHY?
- WHICH OF YOUR PROJECTS DO YOU LIKE THE MOST AND WHY?
- TELL ME ABOUT YOUR STRENGTHS?
- HOW DO YOU RESOLVE CONFLICT?
- TELL ME ABOUT YOUR CHALLENGES (BOTH TECHNICAL AND NON TECHNICAL)?
- COULD YOU TELL ME SPECIFIC SCENARIO FOR THIS CASE:
 - 1>. PLEASE TELL ME THE SPECIFIC SITUATION YOU FACED THE PROBLEM THEN YOU HANDLE IT SMOOTHLY ?
 - 2>. TELL ME A SPECIFIC EXAMPLE YOU COOPERATED WITH OTHER TEAM MEMBERS NICELY(AS A GOOD TEAM MEMBER EXAMPLE)?



QUESTIONS

