

## Culture fit, performance and career progression

GOAN AFTER HIRING	enhance the communication between engineers and clients. improved team cohesion
skills are required to perform successfully	empathy, communication, and time management skills, technical skills
unable to achieve a goal	unable to communicate successfully with a remote team member. could not coach a senior developer well enough
Why EM ?	looking to progress further more challenging position. better understand the business side of engineering
team of engineers say about you	easy to communicate with them
negative feedback about your management style	Still participate too much in day-to-day tasks Cannot offer team members substantial feedback Fail to provide the right updates for their team
skills do you look for in candidates	Attention to detail Critical thinking skills capacity to solve complex problems

## related to experience and background

primary responsibilities in your previous role	responsible for hiring new team members, tackling diverse issues, communicating with stakeholders, overseeing the career progression of their team members - coaching senior engineers - ole involved assessing the performance of the team
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	<ul style="list-style-type: none"> <li>- organizing 1-on-1 meetings</li> <li>- delegating and redistributing tasks</li> <li>- improving team collaboration</li> </ul>
big was the largest team that you managed	expansion phase,
experience managing engineers remotely	methods and tools to manage remote teams, synchronous and asynchronous communication video conferencing apps and task or project management tools.
improving team motivation	setting achievable goals and providing opportunities for team members to grow. - demotivated because of unexpected roadblocks.
experience with team conflict resolution	Get to the root of the problem - Encourage communication - Address the conflict - Prevent future issues

## behavioral engineering

hire top talent for a team	hiring top talent, including referrals, hiring internally, using social media, or using their network. - technical skills tests or job simulations - Do reference checks
helped promote an engineering team member	
1-on-1 session that helped an engineer solve a problem.	Team stuck: cloud license or comm with other team. EM need to guide. - to document the problems they are encountering, so can discuss in 1 to 1
coach an engineer who had performance issues	- on-1 coaching that offers feedback tailored to the underperformer's needs, - move the engineer to a different team
Process do you follow when coaching tech leads	-Coding reviews - Task delegation - Coaching - Quality assurance

	<ul style="list-style-type: none"> <li>- Solution architecture</li> <li>- Performance monitoring</li> <li>- document or spreadsheet to track the progress</li> </ul>
ever transitioned between two teams	Especially in a larger team, communication is critical, <ul style="list-style-type: none"> <li>- ommunication tools are an essential part of their management style</li> </ul>
coach engineers to solve technical debt	software product is aligned with its expectations or requirements. <ul style="list-style-type: none"> <li>- Training their engineers.</li> <li>- Ensuring the proper documentation is maintained</li> </ul>
struggled to delegate tasks	EM recognize which tasks have a higher priority <ul style="list-style-type: none"> <li>-delegation and task management go hand in hand</li> </ul>
had to let an engineer go	documenting all solutions offered is imperative (especially due to labor laws). <ul style="list-style-type: none"> <li>-unfortunate, firing an engineer might sometimes be necessary.</li> </ul>

best perofrming team:	independence/autonomy : take decision, if req mentorship, team ask why we need to do rater what and how
worst perf:	no understand failure, they go rabbit hole, not learning form mistake , no stand best practice, so repeatedly do same mistake
team slip deadline	taking to individual, status , : need to communicate with leadership
EM shud have	xcellent tech communicational skill. <ul style="list-style-type: none"> <li>-ableto articulate in varity of ways.</li> <li>-understanding of braod archi, wkr with varity of people , 5 team , how communic, testable, dploy,</li> <li>-moslty 20% code you may write :</li> <li>heck and balance: what built, how,concensus</li> </ul>
	touch point, project, qualify and quantify what project deliver in meaning way. <ul style="list-style-type: none"> <li>-concensus and collaboration</li> </ul>

Leader:	<ul style="list-style-type: none"> <li>-bring clarity to ambiguity</li> <li>-ring others along</li> <li>-don't make decisions and expect others to follow blindly</li> <li>- communication context, align on the underlying motivation, and explain the rationale behind their decisions.</li> <li>-consistent, trustworthy and true to their word</li> <li>-expectations up and down, and own feedback &amp; requests</li> </ul>

### MISC:

complex technical problem you faced	performance of a critical component in our distributed system. <ul style="list-style-type: none"> <li>-Analysis</li> <li>-Data collection</li> <li>-RCS</li> <li>-LOAD TEST</li> <li>-</li> </ul>
foster a culture of innovation	<ul style="list-style-type: none"> <li>-Encourage open commu.</li> <li>-Provide Autonomy of thought</li> <li>-time for creative think, brainstorming</li> <li>-reward and rcog.</li> </ul>

Why <b>do you fit into</b>	Alignment with Values -
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	<p>core values of innovation, integrity, and customer success.</p> <p>Collaborative Mindset**:</p> <ul style="list-style-type: none"> <li>- thrive in environments that foster collaboration and teamwork.</li> </ul> <p>Continuous Learning</p> <ul style="list-style-type: none"> <li>- embrace opportunities for learning and skill enhancement, which allows me to stay agile and adapt to evolving challenges.</li> </ul> <p>Customer-Centric Focus</p> <ul style="list-style-type: none"> <li>- my own belief in prioritizing customer needs and satisfaction.</li> <li>-</li> </ul> <p>Diversity and Inclusion</p> <ul style="list-style-type: none"> <li>- essential components of a vibrant and innovative workplace</li> </ul>
are you looking to work	<p>Innovation**</p> <ul style="list-style-type: none"> <li>-innovation and cutting-edge technology excites me</li> </ul> <p>:Impact**:</p> <ul style="list-style-type: none"> <li>-mpact by transforming the way people work.</li> </ul> <p>Culture**:</p> <ul style="list-style-type: none"> <li>-collaboration, diversity, and continuous learning resonates with me.</li> </ul> <p>Growth**-</p> <ul style="list-style-type: none"> <li>-personal and professional growth, offering challenging opportunities.</li> </ul> <p>:Mission**:</p> <p>company mission to to make the world of work simpler, faster, and better for people.</p>
you think you would be a good fit f	<p>Experience**:</p> <ul style="list-style-type: none"> <li>-and skills that directly align with the requirements of the position.</li> </ul>

	<p>Expertise**:in [specific relevant skill or area] will enable me to excel in this role</p> <p>Team Player**:</p> <ul style="list-style-type: none"> <li>- collaborative environments and am adept at working effectively with diverse teams.</li> </ul> <p>Problem-Solving Skills**:</p> <ul style="list-style-type: none"> <li>-allowing me to tackle challenges and find innovative solutions</li> </ul> <p>Adaptability**:</p> <ul style="list-style-type: none"> <li>-adaptable and can quickly learn and apply new concepts</li> </ul>
handle projects with conflicting due dates?	<p>Prioritization**:</p> <ul style="list-style-type: none"> <li>-urgency and importance of each project</li> </ul> <p>Communication*</p> <ul style="list-style-type: none"> <li>-with stakeholders to negotiate deadlines</li> </ul> <p>*:Time Management,</p> <ul style="list-style-type: none"> <li>-Break down tasks, allocate time effectively</li> </ul> <p>Flexibility**-</p> <ul style="list-style-type: none"> <li>adjusting timelines or delegating tasks to meet deadlines</li> </ul> <p>:Problem-Solving*-</p> <ul style="list-style-type: none"> <li>potential conflicts and address them early</li> </ul>
How do you prioritize?	<p>Assessment**</p> <ul style="list-style-type: none"> <li>-tasks based on urgency, importance, and impact on overall goals</li> </ul> <p>:Deadline Sensitivity,</p> <ul style="list-style-type: none"> <li>-deadlines and commitments to determine priority levels</li> </ul> <p>**Resource Allocation**</p> <ul style="list-style-type: none"> <li>-manpower, and resources based on priority rankings</li> </ul> <p>:Communication**</p> <ul style="list-style-type: none"> <li>-stakeholders to ensure alignment on priorities and expectations</li> </ul> <p>:Flexibility**:</p> <ul style="list-style-type: none"> <li>-adaptable and open to adjusting priorities as circumstances change</li> </ul>

managing multiple requests/priorities	Multitasking**:Prioritization**:
are you looking for change	Career Growth**:Skills Enhancement, Company Culture, Location**: Seeking Stability: -Seeking a more stable or rewarding career path
is your motivation to work with us?	Alignment**:-compnay value Opportunity**:contrinbtue innovative and dynamic team Impact**:I believe in mission and vision f our compnay Growth**:I see potential for professional and personal growth  Culture**:company culture [collobration,Diversity]resonate with me