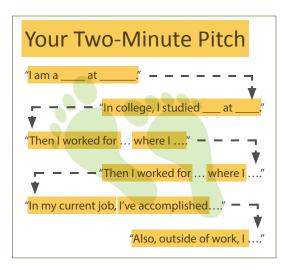


Created By Gayle Laakmann McDowell

Must Knows

- "So, tell me a bit about yourself..."
- "Why do you want to work here?"
- "Why should we hire you?"
- "Why are you leaving your current job?"
- "Where do you see yourself in 5 years?"
- "What do you do outside of work?"
- "What are your strengths and weaknesses?"



Preparing for Behavioral Questions

Create Resume Grid

Pick Five Key Stories - - - - - - - -

Diagram Your Stories

Themes	Job 1	Job 2
Leadership & Influence	story	
Mistakes & Failures		story
Challenges	story	
Teamwork	story	story
Successes		story

Coder? Add: Bugs, Architecture, Optimization, Scaling.

Stories	Story 1	Story 2	
THEME(S)	e.g., Leadership, Challenge,		
Nugget	"Sure, let me tell you about when I"		
Situation	Only the basics needed		
Action(s)	Expand here!		
Result	Prove it!		
THE POINT	What does it say about	you?	

Structured Answers



Nugget. "Sure, let me tell you about the time that I ..." This focuses you and your interviewer on what you're about to say.



Situation. Explain just basics. The interviewer only needs enough details to understand what you did. Most people spend too much time here.



Action(s). Detail what actions you took. "First, I
Then, I And finally, I" This is where you should spend most of your time. Speak in bullets!



Result. Succinctly explain the result of your efforts were. Prove that the impact was good with numbers or a clear success metric.







Books by Gayle

Check Your Stories

- Are they substantial?
- Are they understandable?
- Have you explained why you did it this way?
- What do they say about you?
- Are they really about you (not your team)?
- Have you covered all the themes?
- Can you answer, "What would you do differently?"?

Questions For Your Interviewer

- Things you want to know.
- Things that show passion/interest.
- Things that show skills.