Which operating systems have you worked on? Schedulers?

Which versions of SAS have you used?

What types of input data - text, databases? Sizes?

Which output/reporting formats have you produced? ODS Excel, PDF? SAS/Graph SG\*?

Which procs have you used most frequently?

How have you used SAS Macro?

What is your debugging style? Where do you go if you have programming question?

Have you used Hadoop and SAS together?

If you have a data merge assignment do you tend to use datastep or SQL?

Other tools used that might help in this job?

---

What is the significance of Jan 1 60? *0*

What is difference between SAS functions & procs? *The MEAN function will SUM across the row while proc means procedure will SUM down a column.*

Why would you use data \_null\_? *Write output without creating ds, create mvars.*

What are the default statistics that PROC MEANS produce? *N, MIN, MAX, MEAN and STD DEV*

Combine these 2 datasets. Keep only records that are in both.

dsa

\_\_\_\_\_\_\_\_\_\_\_\_\_

id

fname

lname

dsb

\_\_\_\_\_\_\_\_\_\_\_\_\_

id

product

date

proc sort data=dsa;

by id;

run;

proc sort data=dsb;

by id;

run;

data both;

merge dsa(in=a) dsb(in=b);

by id;

if a and b;

run;

proc sql;

create table both as

select a.\*, b.product, b.date

from dsa a, dsb b

where a.id=b.id

;

quit;

Convert an area code to 919 and store it as mvar NEW

data \_null\_ ;

phone = '(404)555-1212' ;

substr(phone, 2, 3) = '404' ;

call symput('NEW', phone);

run ;

%put \_USER\_;

Dataset name: customer

Variables:

|  |
| --- |
| id |
| fname |
| lname |

Dataset name: meds

Variables:

|  |
| --- |
| id |
| gpi |
| filldate |

(404)555-1212

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**Candidate Name:**  **Date:**

**Interviewer Name:**

|  |  |  |
| --- | --- | --- |
| Competency |  | RATING / NOTES |
| **Cultural Fit** | | Rating and comments  1 2 3 4 5 |
| Tell me about the culture in your current or most recent role. How does the culture impact you? | |  |
| Please describe your current career and professional goals. How are you tracking with those? | |  |
| What qualities do you possess that have contributed to your success? How? | |  |
| What did you enjoy most about your last/current position? The least? If you could change anything in your current organization – what would that change be? | |  |
| Please provide an example when a major change impacted you. How did you approach it? What were the results? | |  |
| What is the single most important factor that must be present in your work environment for you to be a successful and happy employee? | |  |
| What do you think are the most important qualities for this role with Omnicell? Why? | |  |
| What interests you most about this position? What concerns you most about this position? | |  |
| **GENERAL ATTRIBUTES** | | Rating and comments  1 2 3 4 5 |
| **Initiative** (Did the candidate demonstrate, in their answers, a high degree of initiative?) | |  |
| **Teambuilding/Interpersonal** **Skills** (Did the candidate demonstrate, through his/her answers, good teambuilding/interpersonal skills?)  Give me an example of a time when your work group or department worked especially well with another work group or department to accomplish a goal. | |  |
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| --- | --- | --- |
| Competency |  | RATING / NOTES |
| **Core Values** | | Rating and comments  1 2 3 4 5 |
| INNOVATION  Give an example of an innovative idea that you used to overcome an obstacle you faced in completing a project. How did the idea differ from the norm?  Recall a time when you were involved in a brainstorming session. What were your contributions? How receptive were you to the ideas of others? Did any useful ideas come out of the session? | |  |
| RESPECT  Describe the ways in which you get to know people.  Tell me about a time when a colleague or team member came to you with an issue. How did you respond? What actions did you take? Why?  Tell me about a time when you upset someone at work or at home. How did you feel? What did you do? How did the other person feel? | |  |
| INTEGRITY  Tell me about a time when someone asked you something you found uncomfortable. How did you handle the situation? How did you feel?  Have you ever faced a situation at work or in school where you believed that actions of an individual or team you were involved with were not in compliance with that institution's ethics? What actions did you take?  Describe a time when you put the needs of a customer or colleague before the needs of the business. Why was this necessary? What was the result? Would you do it again? | |  |
| WILL TO WIN  What is the biggest challenge that you have faced in your career. How did you respond to it?  Can you describe an instant when things went downhill rapidly? How did you react? What steps did you take to recover? What was the outcome?  Describe a task or project where you achieved success even though the odds were stacked against you. What did you do to ensure success?  Tell me about a time when it was hard for you to deliver a task or meet a deadline. What was the task or deadline you were asked to meet? How did you go about meeting it? What obstacles did you encounter? How did you overcome these? What was the result? | |  |
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| --- | --- | --- |
| Competency |  | RATING / NOTES |
| **Initiative/Problem Solving** | | Rating and comments  1 2 3 4 5 |
| How do you set personal and professional goals? How do you measure them? | |  |
| How do you advance your skills in your particular field of expertise? Describe any particular training you have sought on your own or through your company or a professional organization. | |  |
| Do you prefer to focus on your particular job responsibilities or do you seek out new ones? Why or why not? | |  |
| Give me an example of a time when you used your fact-finding skills to locate data from different sources to solve a problem. How did you filter the data after it was collected? | |  |
| If time did not permit for a training period on a new job, how would you go about learning the things expected or required of you? | |  |
| How do you typically handle yourself under pressure or stress? Describe a difficult situation you encountered with a supervisor or co-worker. How did you address it? What was the outcome? | |  |
| When have you been required to produce results, without sufficient information or guidelines? What was your approach? What was the outcome? | |  |
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| --- | --- | --- |
| Competency |  | RATING / NOTES |
| **Adaptability/Flexibility** | | Rating and comments  1 2 3 4 5 |
| How have you had to adapt your work style to fit the needs of others? | |  |
| How often has your work been interrupted by unforeseen circumstances?  What do you do when this happens? | |  |
| Tell me about a change that you have had to deal with in your most recent organization. How did you handle it? Be specific. | |  |
| Tell me about a time when you were asked to do something you had never done before. How did you react? What did you learn? | |  |
| What would you change about your current or last job? Why? | |  |
| Sometimes we have to work under new policies we don’t agree with. Tell me about the last time you disagreed with a new policy or procedure instituted by senior management. How did you deal with it? | |  |
| Tell me about a manager or supervisor with whom you had the most effective relationship? Ineffective relationship? How did you manage the ineffective relationship? | |  |
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| --- | --- | --- |
| Competency |  | RATING / NOTES |
| **Communication/Teamwork** | | Rating and comments  1 2 3 4 5 |
| Describe a situation in which you had to collect information from several people. How did you organize and filter the information you collected? | |  |
| Give an example of a time when you were working on a project and had difficulty getting cooperation from a group outside of your team that was vital to the completion of the project. How did you go about requesting the assistance? | |  |
| Describe a challenging relationship with another function. How you were able to turn it around and make it work? | |  |
| What is your definition of an effective team? Have you experienced this kind of team and what was your role? | |  |
| Sooner or later we all have a disagreement with our supervisor. Think about a time when you had to approach your supervisor because you did not agree with him/her. How did you approach the situation and what was the outcome? | |  |
| Tell me about a time you were trying to present information to someone who gave you less time than you needed to be complete. What did you do? | |  |
| Give an example of a successful project you were part of. What was your role? Why was the project successful? | |  |
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