Role Playing Activity: Discussion Board Assignment Directions: If you are not one of the four role-playing students assigned to perform a skit, you must watch both skits and respond to them using the following items to guide your response. Please post your response to the student skits in the Role Playing Discussion Forum. •

Compare and contrast the skits.

• What went well and what can be improved?

• How are the skits similar? How are they different?

• Were skill based questions chosen? If not, what would you have suggested in its place?

• Were there questions that did not belong in this skit? If so, what?

• Were any “illegal or unethical” questions asked? If so, what?

• Were there interruptions? How did this affect the skit? If not, how do you think interruptions would affect an interview?

• Thinking back to your personal interviews, were there any unusual discussions? If so, briefly describe what occurred. How might you react today?

• Comment on at least one other student’s response.

Both skits were interviews with reasonable interviewers asking good questions to the interviewees. The pace of the interview and the questions asked seemed to be pretty standard, albeit shorter than a typical interview, but that was likely just to get the general idea across without having us watch a full 30 minute interview.

The interviews differed widely in the attitude of the interviewees and interviewers. Cody, while his resume seems like it would look impressive, did not seem to have an attitude that I would want in my organization. He was cocky, rude, did not have a team attitude, and was a generally poor interview candidate. Looking at his phone and describing himself as legendary were only the beginning of the red flags. Brian, on the other hand, had a much more humble attitude, wanted to learn, and seemed to be a good team player, likely a good addition to any software team. Emily seemed to have a good attitude while interviewing and asked reasonable questions. Dan, however, while the questions were reasonable in the beginning, eventually asked Cody to share previous employer secrets, which is an obvious ethical violation (and followed that up with asking Cody to omit that question from his interview with HR later).

Most questions in both interviews seemed to be questions that gauged level of involvement in typical projects, but did not directly test skills. Some interviews I have been on have done hard coding questions where you draw code solutions on a whiteboard, or build out functionality for an application, and neither of these interviews got that detailed into skills based testing, however sometimes you do not need to test skills that way in an interview, especially a preliminary interview.

There was a brief interruption where the Dan took a call. While I would prefer if the interviewer let the call go to voicemail, I did not think it was a blatant distraction to the interview. There later an abrupt stop to the interview as Cody was asking about salary, which seemed much more blatantly unprofessional.

Personally I have had some interesting interview questions through interviewing. I have been asked if I am “comfortable working in a diverse workplace”, which felt odd because it seemed like they were just asking if I was a racist (I answered that I was comfortable working in a diverse workplace). I have also been asked various riddles in interviews (in an attempt to assess problem solving skills, I suppose) such as the classic “if you have a 3 gallon bucket and a 5 gallon bucket, how can you accurately get 4 gallons of water”. I was able to answer this question because I know that riddle. I have never been asked anything as flagrantly overt as sharing company secrets or anything else that made me particularly uncomfortable.