# Interview Prep: Behavioral Interview Questions

Prep for some general interview questions. Matrix on how to structure is attached. Answers no more than 2 min.

**Tell me about yourself** - your story and how you got to that exact interview – how your past achievements have led to you being well positioned for the role and company you’re interviewing for.

**Hackbright specific:**

* Why Hackbright?
* Why are you changing career paths?
* What did you do before Hackbright?
  + Frame as “As an X I did Y… although I enjoyed [skill you demonstrated in job Y], I’m looking forward to [something in engineering]”
* Framing how you compare relative to other applicants:
  + Highlight strengths:
    - Previous experience, especially not typical for engineering roles:
      * Client-facing roles
      * Subject matter expertise
      * Management experience (people and project)
    - Demonstrated quick learner and willingness to learn
  + Upfront about weaknesses, and discuss how you will solve them
    - Lack of expertise:
      * Show knowledge about how to successfully onboard/learn, be excited about pair programming, coding reviews, mentorship
      * Connect what you don’t know, with what you do know – if you don’t know something about the tech stack/technical question, ask and follow-up their response by tying it into your own knowledge

**Company specific:**

* Why do you want to work at ­\_\_\_\_\_\_\_\_\_? (Sometimes just “Why ­\_\_\_\_\_\_\_\_\_?”)
* What would you improve about \_\_\_\_\_\_\_\_’s product? (If possible, try to use product beforehand)

**General**:

* Greatest strength, weakness, accomplishment in past 12 months
  + Definitely prepare a weakness response and how you plan to fix it
* Tell me about a time you completed a challenge as a team.
* Tell me about a time you worked with someone difficult. How did you overcome the struggle?
* Tell me about a time you helped a client (student, anything customer facing).
* Why are you leaving (or did you leave) your previous position?
* Where do you see yourself five years from now?
* What was the toughest part of your last position?
* What are you looking forward to?
* What are your goals for your career? (frame as how this role will help you get there)
* How do you define success…and how do you measure up to your own definition?

**Prepare some questions for them: (tailor for recruiter/business vs engineering managers)**

* What is an example of a client challenge you have recently faced?
* How do you onboard new hires?
* How do employees ask questions here?
* Where do you see the company going in the next year? 10 years?
* What impact would I have on the team if I get hired?
* What would make someone really successful in this role?
* What does "crunch time" for your team look like?
* What projects are in the pipeline? What projects are you excited about?