Behavioral Interviews

Deepanshu Sandhuria

Beyond Technical Skills

- More Than Just Technical Skills:
    - Communication, teamwork, and adaptability matter.
- Are You a Culture Fit?
    - Do you align with company's values?
    - Companies seek candidates who thrive in their environment and embody their values.

Company Values

Our core values define who we are

At Meta, core values aren't just words on a piece of paper.
They're what guide our actions, communication and decisions
every day.

Move fast ⊕	Focus on long-term impact ⊕
Build awesome things ⊕	Live in the future ⊕
Be direct and respect your colleagues ⊕	Meta, Metamates, me ⊕

Our Values

1 You are the company
Be an owner. Whenever you run into a problem, try to fix things first.
Give constructive and actionable feedback.

2 Customers come first
We are here because of our customers and we are their trusted
partners.

3 Build anti-fragility
Take risks, be adaptable, and rise to
the challenge when faced with
uncertainty.

4 Be responsible
We want to use our valuable time on
this planet to help make the world a
better place.

5 Simplify, simplify
Make things simple for everyone
around you, whether that is our
products, processes, or working styles.

Junior vs Senior Engineers

Aspect	Junior Engineer	Senior Engineer
Problem Scope	Needs guidance	Defines and solves problems
Independence	Supervised	Autonomous
Technical Decision-Making	Follows patterns	Makes architectural choices
Communication	Seeks help	Explains, mentors others
Feedback	Accepts, learns	Seeks, integrates, iterates
Team Contribution	Learns from team	Elevates team performance
Vision	Short-term	Short & long-term balance

Pitfalls

- Generic, impersonal responses

- Lack of supporting data

- Unprepared stories

- Overly scripted STAR answers

- Weak body language or lack of confidence

- Responses not aligned with company values

Tips for preparing

- Reflect on Recent Experiences and make notes for prep
  - From the past 2–3 years, identify 1–2 situations
- Read the Job Description Carefully:
  - Understand the key responsibilities and required skills so you can target your examples. For eg collaboration for platform teams.
- Research Company Values:
  - Learn what the company stands for and prepare to show how your actions and mindset align.
- Know Your Interviewer & Personas and focus areas
- Prepare Questions for the Interviewer
- Don't shy away discussing failures and learnings
- Perfect Your "Why This Role/Company?"
- Prepare Questions for the Interviewer?
  - Shows curiosity, expresses strong interest in the team
- Stay honest