Interviewing, Fast and Slow

Use behavioral science to ace tech interviews and build better teams

Wes Winham | Founder

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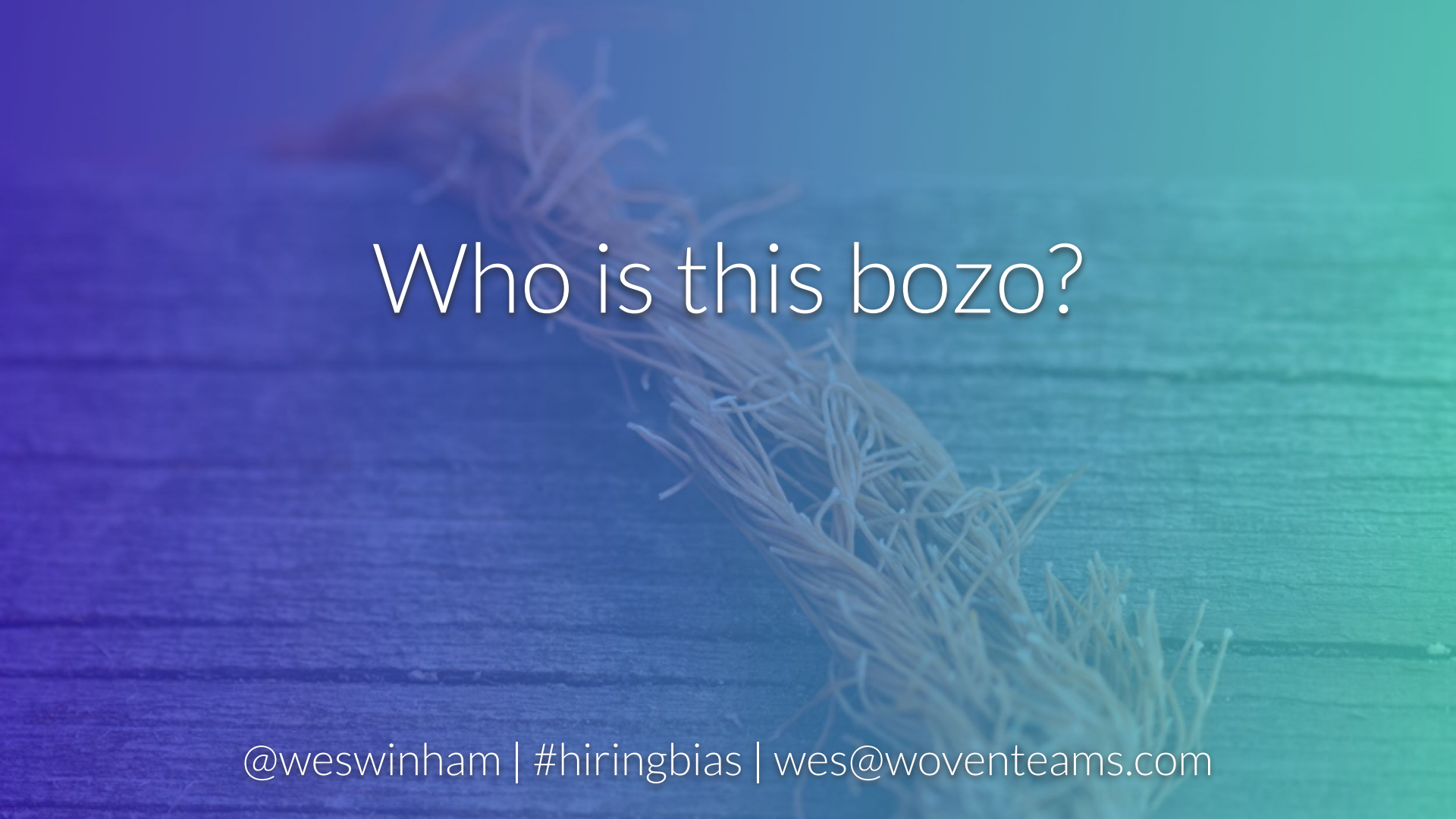
Who is this bozo?
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What is the goal of the hiring process?

Our Goal Tonight: Cognitive Bias “Red Team”

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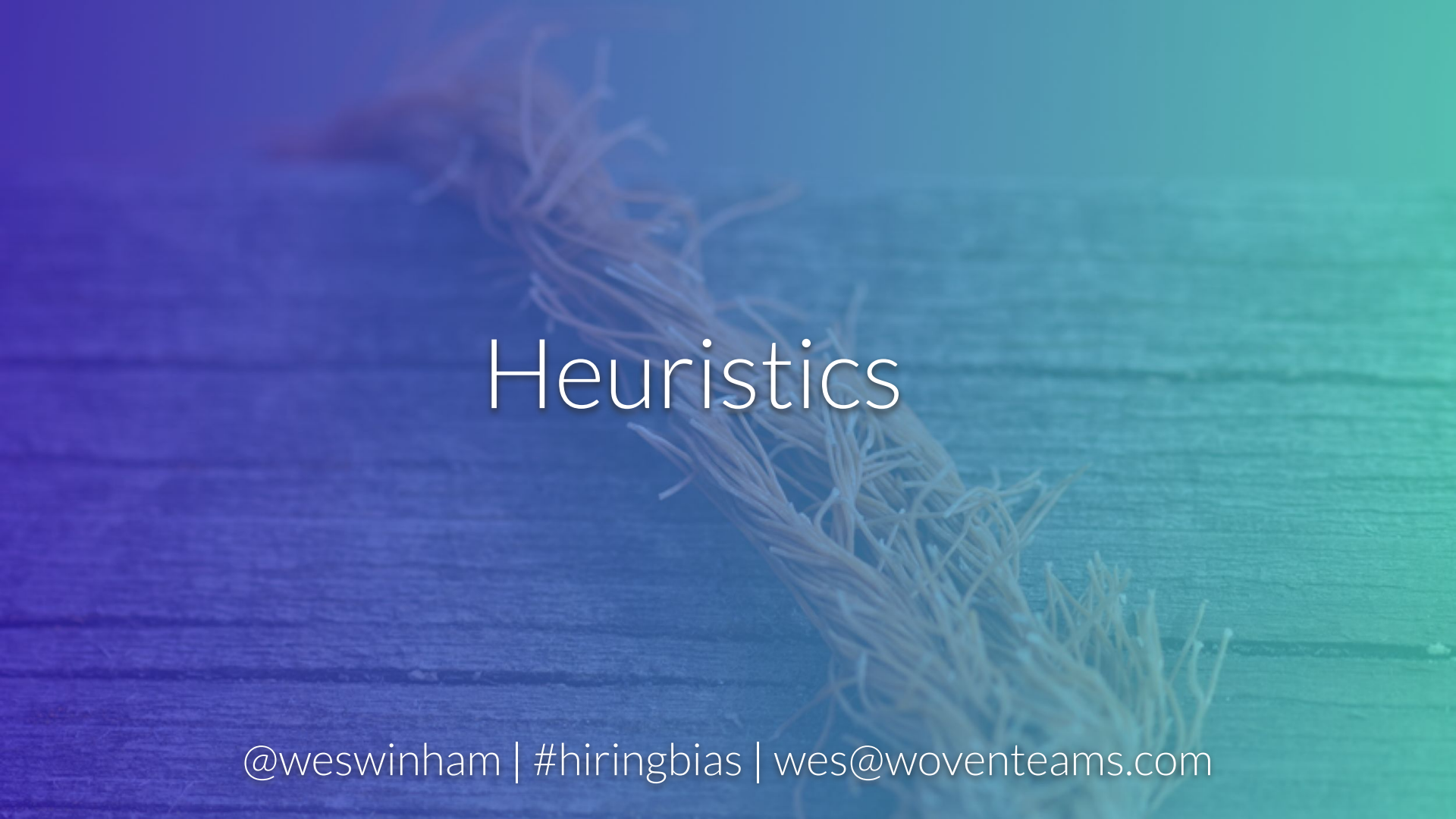
Heuristics
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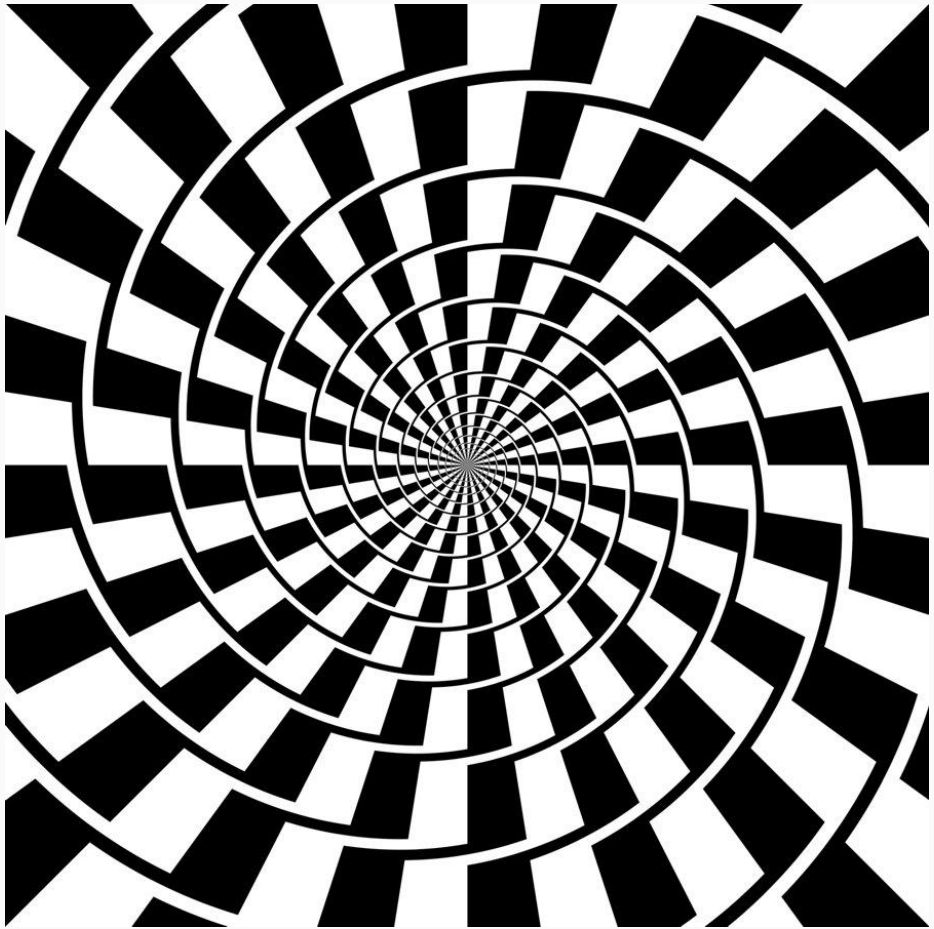
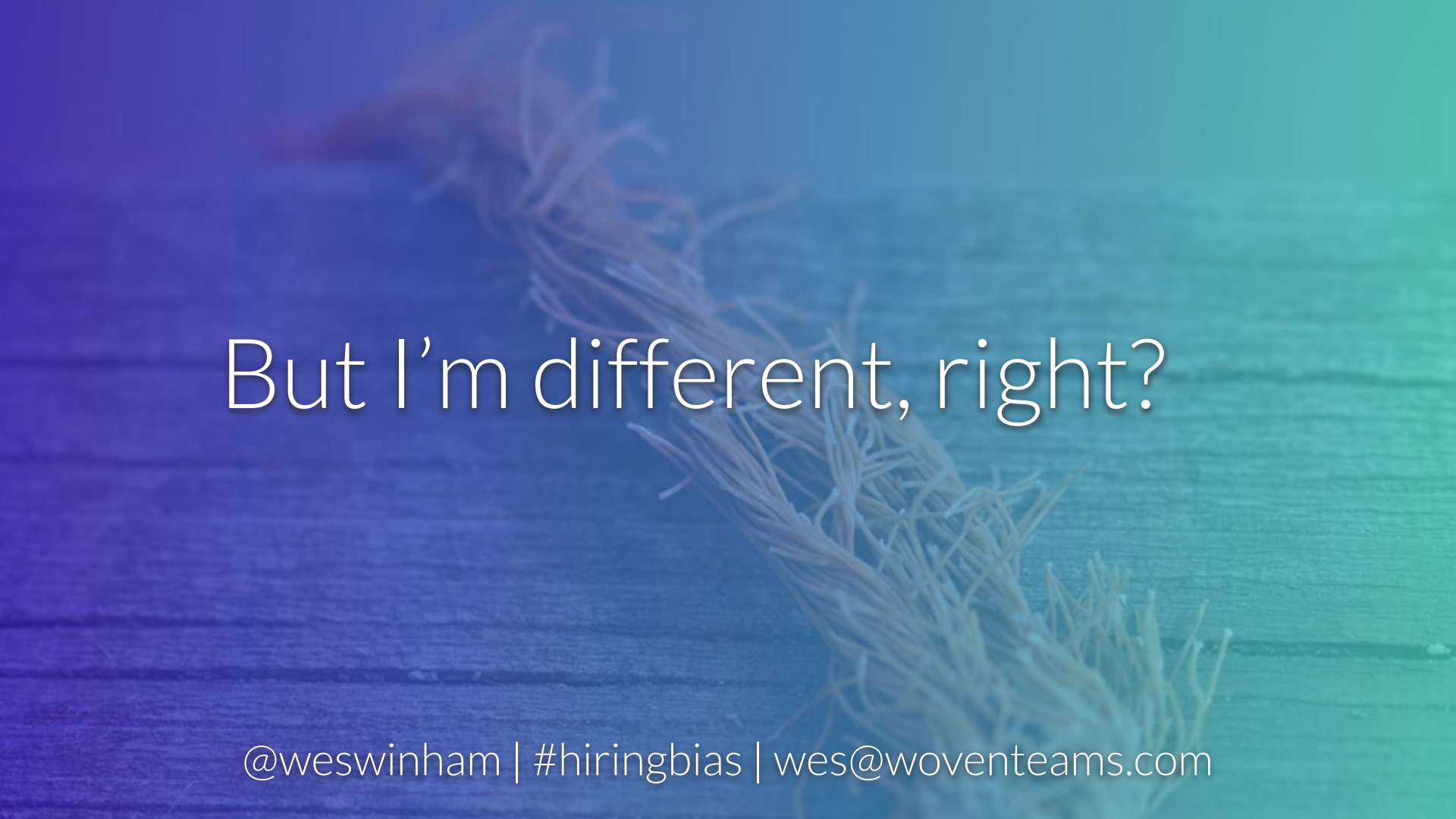
A bat and a ball cost $1.10 in total. The bat costs $1.00 more than the ball.

How much does the ball cost?

_____ *cents*



A nice spiral. Totally not an optical illusion


But I’m different, right?
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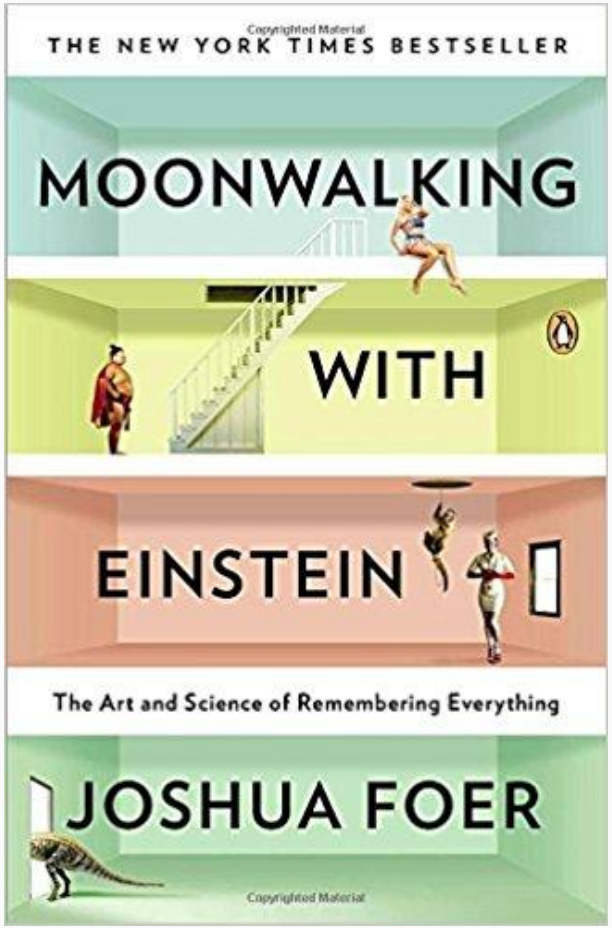
Linda is 31 years old, single, outspoken, and very bright. She majored in philosophy. As a student, she was deeply concerned with issues of discrimination and social justice, and also participated in anti-nuclear demonstrations.

Which is more probable?

1. Linda is a bank teller.
2. Linda is a bank teller and is active in the feminist movement.

Our vulnerability: Availability Heuristic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Our attack vector: Stories!
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Resume

Be the feminist librarian, not the librarian

Phone Screen

"Will this candidate make my day better?"

Stories!

Spine of Good Story

1. Context- Where and when
2. Challenge- problem/opportunity
3. Conflict- What did you do about it?
4. Resolution- How did it turn out for you, your team, customers

Read: Selling with a Story

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Take-Home Test

"Does this look like my work?"

Anthony Panozzo

Wes Winham

Kyle Shipley

Let’s talk hiring!

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