1. What is true about the overall interview process? `1 / 1 point`

   ○ Candidates generally don't ask questions of the interviewers.

   ○ Second-round screens are usually the same.

   ● Interview processes can vary depending on factors like the type of position and size of company.

   ○ Interviews are all different, and it's not really possible to prepare effectively.

   > ✓ **Correct**
   > Correct. Interviews at a large company can be very different from those at a small company, and entry-level interviews are often different from those for higher-level roles.

2. Why would you be asked to sign a non-disclosure agreement (NDA) before a code challenge? `1 / 1 point`

   ● The company does not want you to share the problem with other potential candidates.

   ○ They want to save time on a possible hiring process.

   ○ They may want to use your work in a later project.

   ○ They don't want anyone to know what projects the company may be working on.

   > ✓ **Correct**
   > Correct. Companies create or source a code challenge to fit the position they're hiring for, and they don't want the problem to be shared out.

3. What is true about coding challenges? `1 / 1 point`

   ● In them, you work on your own time at home and then submit your work for review.

   ○ A coding challenge is usually the first step in an interview process.

   ○ You will need to figure out how to do the problem yourself – no instructions are provided.

   ○ You will not need to create visualizations.

   > ✓ **Correct**
   > Correct. The company will usually send you information and links that you need, as well as a way to submit your work back to them.

4. What are some good things to review after first-round interviews to prepare for second-round screens? `1 / 1 point`

   ☑ Whether there was a question that you weren't prepared for

   > ✓ **Correct**
   > Correct. Now is a good time to review and prepare a good answer for any questions you didn't expect.

   ☐ Whether you are still interested in the position

   ☑ What went well and what caught the interest of your interviewers

   > ✓ **Correct**
   > Correct. You'll want to be knowledgeable about those points and prepare follow-up questions.

   ☑ The names and positions of any interviewers you have met

   > ✓ **Correct**
   > Correct. You may meet these people again, or they may come up in conversation.

5. What might you expect in a human resources (HR) screen?   1 / 1 point

    ○ Behavioral questions about your working style

    ○ Questions to test technical skills

    ○ Information about other candidates for the position

    ● A brief orientation about the company and its products or services

    > ⊘ **Correct**
    > Correct. The HR representative is likely to make sure you understand the basics about the company.

6. What is a good way to prepare before a final interview?   1 / 1 point

    ○ Stay fresh in your responses by not reading over your notes.

    ● Test your equipment if the interview is virtual.

    ○ Leave appearance choices until the morning of the interview – there are better things to think about.

    ○ Skip breakfast to save time.

    > ⊘ **Correct**
    > Correct. Ensure that you can successfully connect to the virtual interview and that your equipment is
    > working properly beforehand, so you can concentrate on the interview.

7. What is true about asking interviewers questions during an interview? `1 / 1 point`

- ○ It's helpful to be candid with your concerns about issues like work load and holidays.
- ○ It's a good time to negotiate compensation.
- ◉ It's a chance to show how serious you are about the job and how well you prepared.
- ○ It's best to think of questions spontaneously during the interview.

> ✓ **Correct**
> Correct. Good questions show that you did your homework and are thinking about how you will step into the role if given a chance.

8. In the United States, what is illegal to ask in a job interview? `1 / 1 point`

- ☐ Legal or arrest record
- ☑ Marital status

> ✓ **Correct**
> Correct. It is illegal to discriminate on this basis in the United States, so it's illegal to ask this question.

- ☑ Race or nationality.

> ✓ **Correct**
> Correct. It is illegal to discriminate on this basis in the United States, so it's illegal to ask this question.

- ☑ Gender and sexual orientation

> ✓ **Correct**
> Correct. It is illegal to discriminate on this basis in the United States, so it's illegal to ask this question.

9. What is "culture fit"? `1 / 1 point`

- ○ Whether a candidate can follow the company's dress code
- ◉ How well a candidate fits in with the company's existing culture
- ○ Another name for immigration status
- ○ Whether a candidate fits the company's equal-opportunity policies

> ✓ **Correct**
> Correct. Beware of questions about this – it can often be a mask for unconscious (or intentional) bias.

10. What should you do if you are offered a new position? `1 / 1 point`

- ○ Accept immediately.
- ◉ Consider factors that might call for a compensation negotiation.
- ○ Start the new job immediately.
- ○ Stop contacting companies you previously interviewed with.

> ✓ **Correct**
> Correct.