1. Talk about a time when you had to work closely with someone whose personality was very different from yours.

**Situation:** First two weeks I started bar-backing in a restaurant, the bartender training me did not communicate well and would get frustrated very easily.

**Task:** Trying to learn recipes for the top 10 most popular cocktails.

**Action:** I reiterated how I learn best and was very patient when asking for help

**Resolution:** We were able to figure out a system that worked best for a both of us to have me focus on only 2 recipes a day for a 5-day work week. I was able to help make drinks when it got busy which gave the bartender more time to help train me.

1. Sometimes it’s just not possible to get everything on your to-do list done. Tell me about a time your responsibilities got a little overwhelming. What did you do?

**Situation:** Having a closing checklist of tasks to do before you can leave, being short staffed and having a late rush of customers also not go over on hours.

**Task:** Working on a closing checklist and being able to prioritize what needed to be done at what time and what could be skipped

**Action:** Hit all the major tasked that could not be skipped and make sure reach out to the opening staff/manage to let them know not everything was completed

**Resolution:** Even though everything wasn’t completed, expectation was set for the opening crew. With effective communication and foresight, the situation was handled.

1. Describe a time when you had to interact with a difficult client. What was the situation, and how did you handle it?

**Situation:** While working at Peterson Toyota I had to call, text, and email a ton of people who had inquired about vehicles on our lot. I had a customer who would not respond to any form of communication I tried to reach them with but continued to send in multiple inquiries.

**Task:** Continue to reach out until the customer responds

**Action:** After about 2 weeks of trying to reach them by phone, text and email, I ended up sending a paper brochure to their mailing address that gave them all the information about the vehicle

**Resolution:** The customer came in the next week and asked for me and wanted to thank me for sending them the brochure but never mentioned anything about the other attempts I had made to reach them.

1. Tell me about a time when you worked under close supervision or extremely loose supervision. How did you handle that?

**Situation:**  When I worked at a restaurant downtown Boise the owner would take one to two managing shifts per week to offset some labor costs and when he was there thing rarely went smooth because he would try to micromanage almost everything. After leaving the restaurant industry I started working at a car dealership in the internet sales department. Our supervisor was there when we needed them but didn’t actively manager unless we asked for something.

**Task:**  In the restaurant you felt like you were always being watched and it added stress to the whole staff. At the dealership the vibe was very stress free but honestly, we could have been more productive.

**Action:** When I became the bar manager at the restaurant it was easier to have a honest conversation with the owner about how he was micromanaging the staff. After our conversation things began to change. At the dealership I just made myself more accountable and would continue to ask my supervisor to give feedback on my work so that I could reflect and improve.

**Resolution:** After the GM and I were able to implement a new system that improved employee morale and productive. After that the owner mainly focused on the big picture type tasks. My supervisor at the dealership continues to remind me of Kaizen which means continues improvement.

1. Tell me about a time you were under a lot of pressure. What was going on, and how did you get through it?

**Situation:**  Grand opening of paddles up poke second location. The head chef and I were the only two in the kitchen for the whole day (normally we would have 3-5 people)

**Task:**  Prep all the fish, sides, and sauces. We worked a normal shift at the downtown location and when we finished our shift we went to the new location and began to prep for the next day. We needed to have enough food ready for about 300-400 customers for the morning and lunch rush.

**Action:** We prepared the food until about 1am and came back at 6am to continue. Once the restaurant was open, we worked for 12 hours straight preparing sides, cutting fish, cooking rice, etc.

**Resolution:**  We were able to keep up with number of orders the throughout the day and never ran out any item. As a two-man team we were able to deal with enormous volume and we had a very successful grand opening.

Elevator pitch:

Hello and Thank you for giving me this opportunity to interview with you. Ill start off with my education, I went to BSU to study Business Information Technology Management. During my time at BSU I started working at a restaurant training to become a bartender. The knowledge I acquired going to BSU helped me secure a management role as the Bar lead. While managing the Bar at Mai Thai I was voted third best bartender for Best of Boise, and we also received a wine spectator award for how extensive our wine list had become. After seven years at Mai Thai, I started to help a friend open a quick service Poke restaurant. Paddles up Poke was vote number one Poke restaurant in Best of Boise in the first year of operation and we had also opened three locations within the first two years. I truly enjoyed working in the food industry, but I was not fulfilled. I decided I wanted to start a new field of work in sales, and I found an opportunity at Peterson Toyota doing internet sales. I was able to hit and exceed my personal sales goals of 10 cars every month. Also during my time at Peterson Toyota I help contribute the internet sales department hitting and breaking their sales goals every month. After working in the car industry for almost two years I realized was not passionate about sales and I wanted to learn a skill that I could applied to my next career. This is how I found CodeWorks. I had always been interested in code but in the past I was more focused on hardware than software. During the thirteen weeks at CodeWorks I have surprised myself by how much I could learn in such a short time frame. This ignited my passion for software development. I think your company is defiantly a place I could see myself growing and becoming a successful developer. Your company values and mission statement really attracted me to want to seek an opportunity to be apart of this development team. I truly appreciated the time that you have given me to introduce myself. Thank you.­­­

Summary of how to prepare for an interview:

I would start by researching the company. Its mission statement, core values, goals etc.

Then I would try to see if I had any connections with a current employee at the company and if I don’t, I would make some. Organize a list of how I can apply my strengths to the current position open at said company. Stay up to date with the company’s social media and news. Make sure to practice my elevator pitch throughout the week prior to the interview to make it sound more nature and not forces or rushed. Arrive only 10-15 minutes early. Leave phone in the car or put on silent. Have specific notes and projects ready on laptop to show preparedness.

Whiteboard Challenge:

Quinn and were able to solve out first challenge very quickly and many I should have picked a harder one to start but it was nice to get a problem so quickly. It gave me some confidence.

Graphical user interface, text, application, email

Description automatically generated

After solving the first challenge I looked for one that wouldn’t be so easy:

Graphical user interface, text, application

Description automatically generated

We were both able to solve this one but we needed to use your resources and looking up similar example to finish this one. I have seen a problem like this at white board Wednesday and I wanted to see if I could solve it with out a resource at first but it was nice that could find a help so quickly.

5 questions to ask an employer (not regarding pay or benefits):

* What are the top skills and traits you’re targeting for this position?
* How would you describe your management style?
* After I master the basics here, what opportunities are provided for continued learning and career growth?
* What are your company values, and how do they impact the work here?
* What are some traits that would make someone not a good fit for this role?