

# ELEDUCK

## ENGLISH TRAINING CAMP

### For Developers

# Job Interview

-- Jessie@Ottawa



ELEDUCK.COM



ELEDUCK.COM

# 面试的形式

面试有很多种形式，有电话面试，面对面面试，远程视频面试，小组面试等等，今天主要聊一下face to face interview里面的行为面试(behavioral interview)。

一般行为面试都是有HR或者Manager来做，分大概三个部分：

1. 自我介绍(introduce yourself)
2. 5-6道行为面试题
3. 问面试官5-6道关于公司和职位的问题



ELEDUCK.COM



ELEDUCK.COM

# Introduce yourself

主要是对自己的一个简单的总结，大约30-60秒，要求介绍如下几点：

- Who you are?
- What you do?
- What you want to do if you are job hunting
- What's your skills for the job position which you are applied?

注意 不要说太快 -提前准备，多练习，避免结巴 -再强调一次，自我介绍要写在纸上，背下来，即便是native speaker也是需要准备的



ELEDUCK.COM



ELEDUCK.COM

# 自我介绍(也被称为 elevator speech )

主要是对自己的一个简单的总结, 大约30-60秒, 要求介绍如下几点:

- Who you are?
- What you do?
- What you want to do if you are job hunting
- What's your skills for the job position which you are applied?

注意 不要说太快 -提前准备, 多练习, 避免结巴 -再强调一次, 自我介绍要写在纸上, 背下来, 即便是 native speaker也是需要准备的

My name is \*\*\*, I have \*\* years of experience in developing \*\* application with (three technical skills) at \*\* company. Prior to my current role, I worked as a front-end developer for three years and a full-stack developer for two years. In my current role, I've increased our development team's productivity by 25%. In the next 10 years, I'd like to move into a Chief Technology Officer role. A position like this senior software engineer job would let me gain more experience with project management and leadership.



ELEDUCK.COM



ELEDUCK.COM

# 行为事件访谈法

行为面试**也叫**行为事件访谈，其重点是在过去确实的情景总采取的措施和行动，不是假设性的答复，更不是哲理性、抽象性或信仰性的行为。主要用来考察以下几点：

- 以前在工作，学习，和生活中处理问题的能力是不是符合你申请的工作的要求，主要是解决问题的能力。
- 用英语交流沟通的能力是不是达到要求，所以 简历中不需要写English 水平，通过面试你的英语水平就知道了。
- 人的品质，正面，积极，努力向上，不批评前老板或者同事。主要测试你的团队合作

这部分的问题，有些人会一两句就回答了，但面试官希望听到更多，然后来判断你能不能融入 这个团队。你不能回答说我没遇到过，因为即使你没有工作过，也有生活或学习中遇到类似的问题。所以你可以举你生活，学习中的例子来回答，最好是你的 亲身经历，而不是编造的，这样能真正体现你个人的品质和能力。



ELEDUCK.COM



ELEDUCK.COM

# An example

- Tell me about how you worked effectively under pressure  
One time, my supervisor needed to leave town unexpectedly, and we were in the middle of a touchy negotiation with a new sponsor. I was tasked with putting together a PowerPoint presentation just from the notes he had left, and some briefing from his manager. My presentation turned out successfully- we got the sponsorship, and the management team recommended me for an award.



ELEDUCK.COM

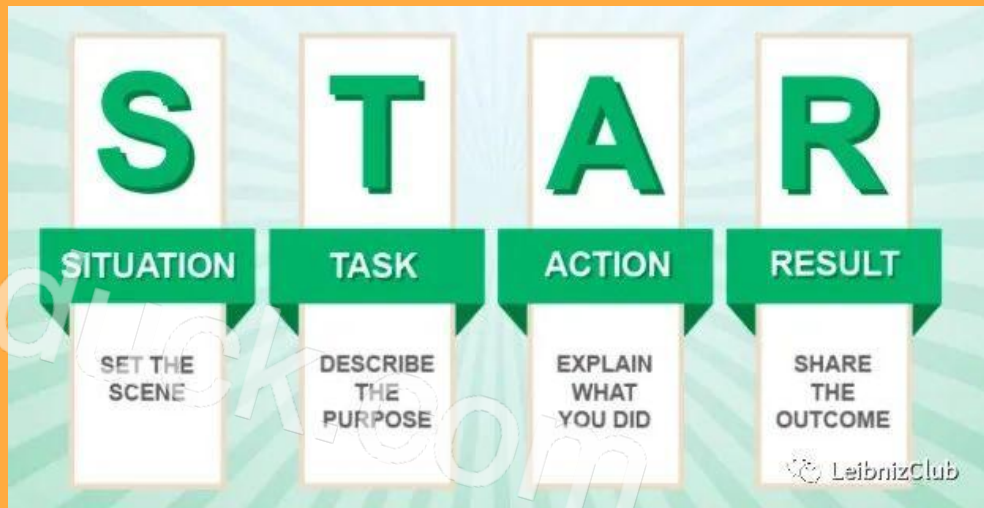


ELEDUCK.COM

# 行为面试题具体怎么回答呢？

要回答这个问题更主要的你要知道HR为什么要问你这个问题，这里我们来了解一下STAR方法，这一方法用来深层次挖掘出面试者具体的行为细节，行为事件法有时也叫STAR访谈法。

- S(Situation): 情景，事情在什么样的情况发生的？
- T(Task): 任务，当时被分配了什么任务，或者你是如何明确你的任务的
- A(Action)行动，针对这样的情况，你是怎么分析的，采取了什么样的措施，或者做了哪些工作
- R(Result): 结果，结果怎么样？你从中学到了什么？



ELEDUCK.COM



ELEDUCK.COW

# 回答问题四步法

根据上面的STAR访谈法，我们回答的时候就要按照上面四个部分来回答面试官，记住要用真实案例去回答，一般是过去时，依照这样的方式，你的回答才会让面试官更好的了解你，确认你是否适合这份工作。

1. Share real examples, describe the situation。

2. What action you have taken to response it。

3. what the result was

4. what did you learn from it.



ELEDUCK.COM



ELEDUCK.COM



# Common Interview Questions

- How do you handle a change ? Give an example
- Have you ever made a mistake? How did you handle it?
- Give me an example of how you set your goal.Tell me how you achieved it
- Give an example of how you worked on a team.
- What do you do if you disagree with someone at work
- Have you handled a difficult situation? How



ELEDUCK.COM



ELEDUCK.COM

## 问面试官的问题

简短的总结该公司的文化和产品，写下针对该公司的五个问题，其中两个要针对你申请的职位。这个部分是非常重要的，你可以得到对公司和这个职位更进一步的了解，当你有多个offer的时候，你才能更好的取舍。另一方面，面试官通过你的问题来了解你是不是真的对这个职位感兴趣。

下面我总结了几个问题供大家参考：

1. Can you tell me more about the day-to-day responsibilities of this job?
2. What do you think are the most important qualities for someone to excel in this role?
3. What are your expectations for this role during the first 30 days, 60 days, year?
4. Describe the culture of the company.
5. Where do you think the company is headed in the next 5 years?
6. Who do you consider your top competitor, and why?
7. What are the biggest opportunities facing the company/department right now?
8. What are the biggest challenges facing the company/department right now?
9. What do you like best about working for this company?
10. What is the typical career path for someone in this role?



ELEDUCK.COM



ELEDUCK.COM

在面试官回答你的每个问题后，你都可以进一步和他交流。

# ELEDUCK

## ENGLISH TRAINING CAMP

### For Developers

[www.eleduck.com](http://www.eleduck.com)

# Q & A



ELEDUCK.COM



ELEDUCK.COM