

Job Searching: Practice and Tips for the Socially Awkward

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Why

- Social
- Talkative

Project Description I

- Interview practice
- Program conducts the interview (interviewer)
- User is the one being interviewed (interviewee)

Project Description II

- The interviewee is asked a series of questions
- The program then evaluates the interviewee based on their answers
- The interviewee is then given a decision as to whether or not they got the job in question

Questions

- Set questions for every interview
- Other questions chosen randomly from two types
 - General Interview Questions
 - Technical Interview Questions

Example Questions

- "What are some of your best attributes?"
- "What are some of your faults?"
- "What would your previous supervisor say your strongest point is?"
- "Why did you leave your last job?"
- "What is your experience with different programming languages?"
- "Do you think you are overqualified for this position?"

- The interviewee's responses are searched though for different **good** and **bad** things that they have said
- Good
 - The number of positive attributes listed
 - "Organizational", "punctual", etc.
- Bad
 - Vulgar words
 - Too many negative attributes
 - "Stupid", "dumb", etc.

- Using the evaluation results a decision is made
- Interviewee is told if they got the job
 - Hired
 - Not Hired

- Top 10 Best and Worst things to say in an interview
- User Feedback
- Personality Factor

A⁺ Options - Top 10 Best and Worst Things to Say in an Interview

- Trolled internet for multitudes of opinions
- Compiled two lists
- New evaluation procedures and outcomes
 - Hired
 - Return for Second Interview
 - Not Hired

A⁺ Options - User Feedback

- Provides the user with feedback on how to improve for the next time
- Keeps reference to where the "good" or "bad" things were said
- Gives the user an output at the end containing examples of where they received points and lost points

A⁺ Options - Personality Factor

- Now the interviewee's personality type is also taken into consideration in evaluation
- New third set of interview questions
 - Personality questions
- Personality evaluation based **TRUE COLORS** personality test

Question Example

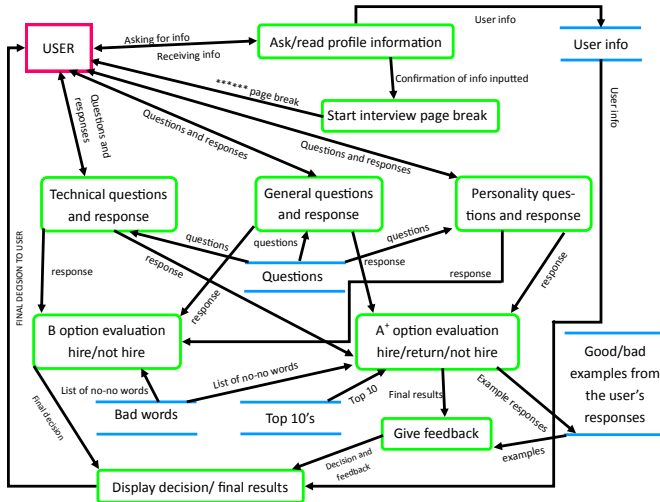
- "For the following, please choose which of the sets of phrases best apply to yourself. Indicate your answer with the appropriate letter (a/b/c/d) . "
- "a) caring, people oriented, feelings"
- "b) curious, ideas, questions"
- "c) orderly, on-time, honest"
- "d) action, challenges, competitive"

- Four colours giving a personality or leadership spectrum of strengths
- BLUE - nurture, relationships, harmony
- GOLD - dutiful, organizational, traditional
- GREEN - innovative, logical, analytical
- ORANGE - spontaneous, risk-takers, competitive
- ME - GREEN - ORANGE - GOLD - BLUE

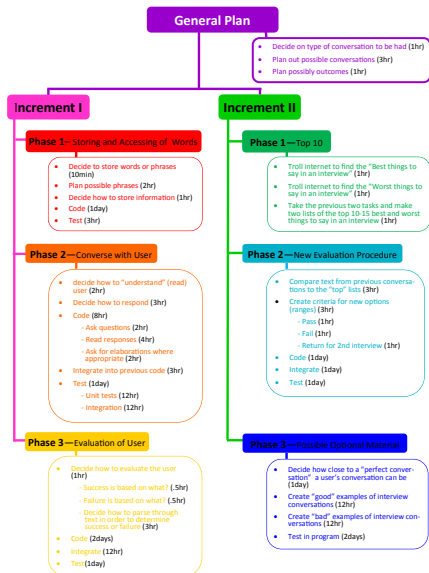
Personality Factor Evaluation

- Top two colours are great!
- Third colour also acceptable, but with higher non-personality score
- Fourth colour is not a good fit to the team, not hired

Data Flow Diagram



Incremental Model I



Incremental II

Increment I

Phase I

- Plan
- Code
- Integrate

Phase II

- Plan
- Code
- Integrate

Phase III

- Plan
- Code
- Integrate

Increment II

Phase I

- Plan
- Code
- Integrate

Phase II

- Plan
- Code
- Integrate

Phase III

- Plan
- Code
- Integrate

Incremental Model III

Increment I

Phase 1—Storing and Accessing of Words

- Decide to store words or phrases (10min)
- Plan possible phrases (2hr)
- Decide how to store information (1hr)
- Code (1day)
- Test (3hr)

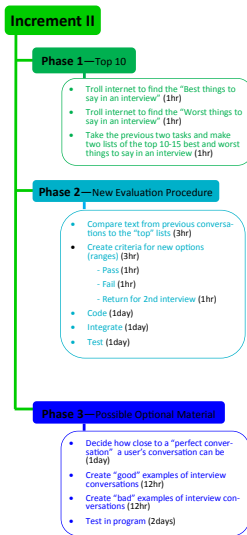
Phase 2—Converse with User

- decide how to “understand” (read) user (2hr)
- Decide how to respond (3hr)
- Code (8hr)
 - Ask questions (2hr)
 - Read responses (4hr)
 - Ask for elaborations where appropriate (2hr)
- Integrate into previous code (3hr)
- Test (1day)
 - Unit tests (12hr)
 - Integration (12hr)

Phase 3—Evaluation of User

- Decide how to evaluate the user (1hr)
 - Success is based on what? (.5hr)
 - Failure is based on what? (.5hr)
 - Decide how to parse through text in order to determine success or failure (3hr)
- Code (2days)
- Integrate (12hr)
- Test (1day)

Incremental Model IV



Pros

- Broke into two parts, B and A⁺
- Allowed me to get the program up and working before integrating the next step in
- Designing each part separately helped to break up the workload at the beginning and allow for changing ideas (A⁺ options)

Cons

- Time consuming
- My time estimates were not the greatest
- Hard to balance my schedule with my estimated work schedule
- Sometimes got behind

Challenges

- GIT
- No database knowledge
- Lower knowledge of coding than others
- Wrist injury == very hard to code
- Time management

Rewards

- Completion
- Doing something with my interests
- I now feel more confident with my programming abilities
- Learning the project management process was interesting and potentially useful!

Thank You's

- Bowen Hui
 - Discussion and guidance with the entire project
- Brittany Nicol
 - Discussion about possible topics, strategies and documentation
- Carson Myers
 - Emotional support through GIT

References

- Discovering Our Personality Style Through TRUE COLORS
<http://medicine.tamhsc.edu/audiences/faculty-staff/resource-team/meetings/docs/2011/jun-retreat/true-colors-test.pdf>
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<http://bhuvans.wordpress.com/2006/08/19/50-common-interview-qa/>

Thank You

Questions?