

Talent will
get you in
the door, but
Character
will keep
you in the
room.

**Behavioral
Interviewing**

Agenda

Types of Interview Questions

Preparing for a Behavioral Interview

Questions to ask your Interviewer

Interview Etiquette

Important Points to Touch On

Your Turn

Four Kinds of Interview Questions

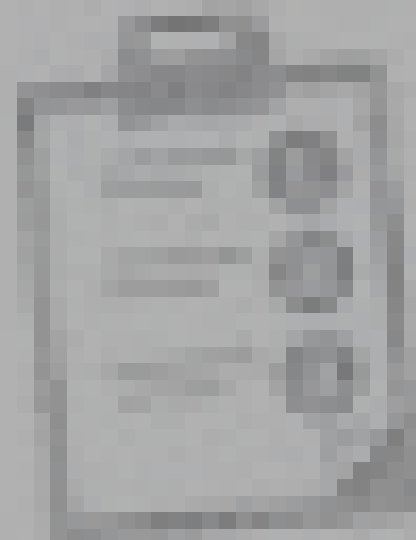
Describe Yourself
Behavioral
Problem Solving
Job Specific

SUCCESS

JOB
Interview

☒ RESUME

☒ REFERENCES



SALARY
EXPECTATIONS



Describe Yourself Questions

- Tell me about yourself? Why should I hire you?
- Strengths/ Weaknesses
- Why are you interested in the position?
- Why do you want to work for this company?
- What do you know about our company?
 - *Describe yourself as a developer NOT as a student*
 - *Speak to your projects not to your homework*

Behavioral Questions

- This is your chance to bring your resume to life and share real life experiences. GIVE EXAMPLES!

Tell me about a time when...?

Give me an example when...

- STAR METHOD
 - Situation/ Set the stage for the example OR
 - Task you are describing
 - Actions you took (Remember you are showcasing your abilities)
 - Results/ What success came out of the situation

Preparation - DO YOUR RESEARCH!



What to Focus On...

- What does the company do?
- How do they do what they do?
- How does the company make money?
- Review of current engineers' backgrounds, known languages and skill sets. Review the tech stack.
- What does the job entail?

READ THE JOB DESCRIPTION MULTIPLE TIMES!

- The job description gives you insight into what the company is looking for. It is your roadmap!

Preparation - DO YOUR RESEARCH!

Specifics...

- The News: Company blog, Twitter for unfiltered news
- Competitors: Similar problems, the cause of the company's problem, what and how is one doing better
- Current and former employees: Reach out on LinkedIn, Twitter, Facebook for insights
- Culture: Companies with strong culture will select for culture fit. Call the receptionist, visit their website.
- Your Interviewer: Check out their background – this will influence interview questions and provide hints for your questions

Preparation - What to complete ahead of time

- Question about company's product or business
- Question about company's engineering strategy
- A tech problem you've solved
- An interpersonal conflict you dealt with
- Example of leadership/ownership
- How you should have done something differently on a past project
- Piece of trivia about a programming language and something you do/don't like about the language

Preparation - Questions to prepare and write down ahead of time

For HR (your advocate)

- Is this a new position or was someone in it previously?
- How long have you been looking to fill this role?
- What can you tell me about the hiring manager and the team?
- How would you suggest I prepare for the interview?

Preparation - Questions to prepare and write down ahead of time

For Hiring Managers

- What is the overall purpose of this job? What critical piece of the puzzle will this person fill for you?
- Can you share with me the short list of must-happen priorities for your new hire over the next three to six months?
- I'd like to hear about the rest of your team, the other roles you supervise and how the team members work together toward your department's goals.
- Can you tell me about the qualities your top developer possesses and how that contributes to their success?

Interview Etiquette

- Be a little early (15 min) and NEVER be late
- Look neat and professional (facial hair, jewelry, footwear, perfume, suit)
- Bring several paper copies of your resume
- Make eye contact
- Watch your um's and like's
- Take notes with pen and paper
- Have questions for the interviewer written down
- Be personable and enthusiastic
- Be confident but not arrogant - show that you have the aptitude to learn and are not stuck in the way you code

But the most important thing is to keep a positive attitude throughout the process!



#10

“You'll fail at some things

- that's a learning experience that you need so that you can take that on to the next experience.

What you learn from those challenges and those failures are what will get you past the next ones.”



Important Points

Interviews are a two-way street

Provide a meaningful picture of your skills not a laundry list of your history

Learn about the role/company while getting to the next stage of the process

- **Passion for technology:** Coursework, technews, product/app ideas
- **Interest in/knowledge about the company**
- **Creativity:** Design flair, brainstorm design features, creative problem-solving
- **Initiative:** Have you started a blog? A business? Created an event?
- **Getting Things Done:** Examples of accomplishments outside work or school
- **Intelligence:** Can be academic but also in other areas
- **Aptitude to learn:** You have the ability to learn new languages

Now it is your turn...