**Behavioral Questions**

**General**

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| --- | --- |
| Most Challenging | Inventing a completely new model in the existing system, technology stack change, building a balanced team, acting on lack of expertise |
| What You Learned |  |
| Most Interesting | See your own growth and transformation |
| Hardest Problem | EF tracking (memory consumption), EF SQL bulk (optimization) |
| Enjoyed Most | Customer satisfaction, working complex solution |
| Conflicts With Teammate | Key – communicate, negotiate, dialog, but not to compromise principles |
| Failures | Failed the deadline – bad planning, wrong focus, experimenting with new  Made wrong technology choice – poor research, experimenting with new, non-long-term thinking  Didn’t met customer expectations – misscomunications, burocracy in process, not listening, environment changes  Unpredicted problems, system failures – lack of testing, lack of design, no monitoring and support |
| Power Of Persuasion |  |
| Weaknesses (how to overcome) | Obsession with quality, perfectionism, sacrifice deadline to quality/completeness |

**Project Specific**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Kaspersky Statistics | Kaspersky DRS | Teleca SEMC | Teleca PCC |
| Most Challenging | To master Splunk, to get used to new coding style |  |  |  |
| What You Learned | New: language (C#), environment (Splunk), coding style (C# convention)  Lessons: |  |  |  |
| Most Interesting | To switch from C++ to C#.  To make a department-wide multi-technological project, which gave understanding of the entire department business goals, needs, problems, relations and overall importance |  |  |  |
| Hardest Problem | Bugs: memory consumption (EF change tracking: IQuerable->IEnumerable (whole tables)), EF performance (SQL Bulk)  Features: error cost (invent a model completely new to the entire system) |  |  |  |
| Enjoyed Most | Technically advanced customers.  Comfort of work with VS, C#.  Contribution to Splunk Answers. |  |  |  |
| Conflicts With Teammate | A mate who didn’t do what was expected, wasn’t focused on actuals.  Argues about change injections: not to break the system foundations (solved by persuasion and strong examples). |  |  |  |
| Failures | Unclaimed/useless features |  |  |  |
| Power Of Persuasion | Customer should not play the role of system architect.  Story with status in widget circle. |  |  |  |
| Weaknesses (how to overcome) | Perfectionism |  |  |  |

Amazon Behaviorals

1. Took a risk, made a mistake or failed. How respond?
2. Failed. How dealed?
3. Conflict at work

Always dialog and communication

1. Leadership on difficult project

Binary Comparison

1. Negative manager feedback. How respond?
2. Critisism. How to handle?

Be constructive in response, listen and admit your mistakes.

1. Challenging project

Problem Cost. Resource Roadmap. Binary Comparison.

1. Difficult decision in software development
2. Took decision under pressure and met deadline
3. Technology choice in a project

Splunk – success or mistake: short-term decision, architect authority -> no disagreement

1. Best invention idea

Problem cost design:

Farm dashboard: thousands of points in svg instead of divs

Trend monitoring: pro-active predictions based on collected statistics

1. Your significant impact in a team