**Pro-Dev General Notes**

**17 Jan 2025**

2 minutes max, or 2 minute chunk

**Tell me about yourself (TMAY)**

* Name:
* From:
* Current location:
* Background who you are: Bachelors in Secondary Education and German
* What you’re doing now: Worked as Special Forces/Green Beret Medic for the last 5 years with the last year being in a managerial position
  + --don’t emphasize your role in a managerial position unless specifically talked about
  + Relate this job to software dev
    - To me, getting to that job and level of expertise requires an immense amount of passion and dedication and those jobs have taught me a lot about…
* End with a call to action
  + And I’m looking for a role in cybersecurity, software engineering, to be a software developer…
  + Currently working on enhancing and developing my software engineering talents and knowledge through the MSSA and I’m interested in a role to support that continued development
* I know it’s a big pivot …
* \*Transitioning out of active duty, put below
* In garrison—office environment
* I am currently transitioning out of the army, I was a POSITION. I worked a lot with foreign…medical…My interest in the IT/Tech industry stems from a childhood exposure to some simple text-based video games, called MUDS, and Doom 2.
* Where have you been, where are you now, where are you going?
* *Who are you?*
  + *Hi, I really appreciate the time you’ve taken today. I’m Dave Hancock and I’m currently an active duty Green Beret/SF Medic transitioning out of the army. I have spent a lot of time going through some extremely rigorous and challenging training to be at the top of my craft and have used that knowledge to do a myriad of things like mentor other service members, conduct operational planning, and coordinate with different entities to achieve similar goals.*
* *What do you bring?*
  + *To get where I am, it has required a certain level of dedication and discipline and now I have some very unique experiences, perspectives, and skills. And I’m continuing to build on these assets(?) through the MSSA program and I would love to extend that beyond the program and into* ***your company****.*
  + *I bring unique perspectives and experiences and I’m currently learning how to best utilize those insights in the tech field through the MSSA program and personal projects I’m taking on. –specify a project*
* *Why should they hire you? --*
  + *I believe I’d be a good fit for this company because I have an insatiable appetite for learning and growing and I’ve seen these are important attributes in your company’s culture.*
  + *OR*
  + *While I may not have a formal job in the industry yet, I believe I’d be a good fit for this company because to get where I am, it requires a certain level of dedication and discipline. I’ve seen these are important attributes in your company’s culture.*
* *Where are you going?*
  + *In the future, I would love to bring*
  + I appreciate your company’s culture towards
  + Instead of saying you having an insatiable appetite…find a way to talk about my education (SOCM, Q, Trauma center rotations) and all the wickets I’ve passed. I’m at the top of my craft, I’m a seasoned professional at this extremely difficult pathway that requires an immense amount of commitment and dedication
  + “I am a software engineer, I just don’t have a job yet”

TMAY (Tell Me About Yourself)

* Initial brand statement:
  + I help teams progress by facilitating collaboration and contribution both as a leader and an individual. I am adaptable and versatile, capable switching between responsibilities as needed. I foster problem-solving mindsets that help teams overcome challenges.
* TMAY—Don’t be afraid to mention being in the military (I’m transitioning out of special forces/military and my time there has taught me that I excel…)
  + **Hi, I’m Dave Hancock, and I excel in environments where adaptability, problem-solving, and teamwork drive success. I have a track record of leading teams, optimizing operations, and facilitating collaboration to achieve goals.**
  + **Whether it’s streamlining processes, mentoring individuals, or bringing people together to solve complex challenges, I’m passionate about fostering teamwork and building a culture of trust, communication, and shared success.**
  + I’m always looking to connect with like-minded professionals who value collaboration and problem-solving—let’s chat!

LinkedIn

* What 2 or 3 words would you use to describe yourself as a brand

Pro Dev LMS Lessons

* Participant guide
* Workbook guide, translate answers to quiz
* Career worksheets, downloadable excel

Questions for mentors

* Ask advice or opinion on something
* What does your day look like
* Can you take a look at my resume for X job

Microsoft careers

Outlook email david.t.hancock@outlook.com, used to apply for the program

<https://jobs.careers.microsoft.com/global/en/login>

**31 Jan 2025**

It’s okay to be an individual contributor/teammate and not a leader.

-I’ve had my fill of leadership roles for now I think

**STAR Statements Group Activity**

-be more specific with converting military jargon to civilian-relatable

-What attributes do you want to highlight about yourself

-Engage the listener, tell a story, don’t be so algorithmic

-How you used your character to get those results

-action words—stuff you do has something to go with it (planned a curriculum—met with other medics with a draft outline, adjusted the draft based off feedback, created a more comprehensive curriculum)

-managed

-supervised

-created

-analyzed

-coordinated/collaborated

-researched

-planned

\*make a STAR off this -developed a continuity book, a living document, to annotate which resources to use, contacts, how to do tasks, devise logs and reports…

JOSH:

S—working in MC, electronics maintenance company

T— circulate through all the radios to quality code alpha

A—created a team as team leader, 5 individuals

Created a S/N tracker for the radios and stage in maintenance process

Teach team members their roles and how to accomplishment

Oversaw the movement of the cycle and progress

R—filled over 380 maintenance requests that were on back order

120 radios had to be “parted” out for repairs

Saved over $2m on the value of the radios

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DAVE:

S—On my team, we were the lead planners and coordinators for a large training event for over 100 Taiwanese and about 50-60 US service members. We were located in Washington but we were hosting the training in Indiana.

T—My job specifically was to teach trauma medicine, field care in adverse environments, and how to utilize a medical network to further the treatment of care or what to do if the network was unavailable

A—As the lead medic—and because I have gone through extensive medical training—I worked with the other nationalities to identify their current level of medical training and get a foundational understanding for their medical network/infrastructure

-Created a training curriculum to support these training objectives

-ensured my teammates were cross-trained and capable of assisting with the education

-Organized the supplementation of all medical supplies and additional supplies to give to our partners

-Organized and coordinated with the new location to set up a training area

-How we overcame the language barrier (whiteboarding)

-I just remember being huddled into a little work trailer with rotating groups of 15 people, posterboards on the walls, medical equipment set up on plastic tables, trying to figure out simpler ways to communicate complex medical procedures

R—Ran our partners through what we call “lanes” to verify the training success rate and pitfalls/deficiencies of where the training fell short

-What’s a good way to close this out?

-Take ownership of some measurement

-using my extensive medical knowledge, I was able to create a training and verification curriculum

-Partners were more capable of using their own equipment and had recommendations on new equipment to invest in

-“80% of our partners were able to successfully run a “lane” and pass a patient off to a higher level of case. The remaining 20% went through a remedial training”

-Details about SOCM

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-more than one hat-switch/absorb responsibilities as needed

-extend yourself out of your main role

-What a

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ERIC:

S—PLT LDR deployed to Afghanistan, country was in peace talks with Taliban for withdraw. Had to re-deploy soldiers with a lot of infrastructure missing

Had to do more with less support.

T—How to consider safety of his soldiers and fill those gaps.

-There was no centralized way to track the soldiers and where attacks were happening

A—Took engineer’s equipment and attached mine-rollers to the front of their vehicles.

-Coordinated with PLTR and built a database to track road use and historic IED strikes in the region over the last 15 years

-Coordinated with other professionals to access data points from additional operations in the area/country

-used SQL to work on data analysis

R—emphasize using your newly learned skills to created a safety map using red-yellow-green to map the network that allowed us to continue the mission

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LAWRENCE:

S-- Account manager who handles insurance plans and we routinely have clientele who need to make adjustments to their medical plans—be specific

Maintain relationships with clients—brokers, plan providers

Ensure costs

T-Help clients find an insurance plan that matched their needs

A--Worked with insurance companies to negotiate better rates, help clientele modify their plan

R—reduced overall healthcare costs for a client

-Pick a specific occasion

-maintain 25 accounts

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EILEEN:

S—working as IT staff officer, had a cyber ready inspection the local base was in charge of seeing

-Sensitive information was being exposed when it was sent to NOAA? NOAA?

-Had to shut down the server

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T—Contacted someone in NOAA to come up with an alternative to display information rather than just over radio

VHF (radio)

A—Came up with a script that could be run on their end

-called Oregon Dept of Transportation and worked (ODOT)

R—System came back online after 2 weeks

-Got images back on NOAH’s website

**Meeting with Eric zu Hone and Chris Cortez 31 January 2025**

* Chris Cortez—VP of Microsoft Military Affairs (MSSA)
  + “We have women in Microsoft, Asians in msft, Indians in msft…”
* Eric zu Hone—MSSA Program Director
* Joe Wallis—
* Beth Jarvis—Senior Engagement Manager
* Karl Dehmer—Military Education
* Doug Woodruff—CDM ?
* TyRon Flynn—CDM ?
* Maureen Farmer—CDM ?
* Celeste Wislow—
* Joey Cruz—

if you want pointers on what projects you could work on use Copilot to get ideas with a prompt like "Im interested in X and want ideas on some projects that would help me put in my resumes, provide a list of Projects i could work in with resources and links to review, include ideas on how i could measure my impact for quantifiable numbers on my resume" 

**Pro-Dev Week 4 7 Feb 2025**

Homework due today:

Participant guide up to "refine target companies"

complete any workbook questions

Prepare Friday warmup exercises

-1-2 min presentation about yourself

-interesting fact about tech skills or personality

-I used to be a pretty big extrovert but I think time or the military has converted me to an introvert

->=2 transferable skills from military service

-Teamwork, persistence, adaptability

-Something interesting about me personally (I have 23 racing turtles)

-I have broken 8 bones, that I know of

-I have 7 siblings

-I share the same birthday as Gene Hackman and Christian Bale

-I once won a hotdog eating competition

-Smooth exit from monologue

-If you'd like to connect, here's my LinkedIn...

-If you'd like to chat more, I'd love to dedicate some time. Here's my number--

4 quizzes total

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Good morning everyone, my name's Dave Hancock. I have spent a lot of time working in different environments that require teamwork and persistence and I think that's made me a pretty resilient person. I enjoy participating in athletics and that has led me to have broken 8 bones in my life, at least that I know of. I also competed in a hotdog eating contest, and I would definitely not recommend it. If you'd like to chat more, I'd love to dedicate some time.

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*Personal brand statement:*

I am a [role] with expertise in [key skill areas] gained through my experience in [military role].

I am passionate about [industry interest] and excel at [strengths].

I bring [unique value] to the table.

Role--

Key skill areas-- critical thinking, problem solving, servant leadership, adaptability

Military role--Healthcare, as a medic/medical practitioner, educator/mentor/trainer

Industry interest--

Strengths--

Unique value--a broad realm of experiences and perspectives...which I have found help teams in

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3 peak experiences in my military career where I felt most engaged, effective, or proud. -Exercise in soft skills

1) What made this moment fulfilling?

2) What skills did you use to succeed?

3) How can this skill apply to your IT career?

Experience #1----

Long range movement up in Mt. Baker-Snoqualmie National Forest, Darrington, WA

Our medical plan fell through and we had to rely on an undeveloped backup to the backup plan.

-Used a company that had horses to get up the mountain

-Coordinated with a Fire station to get some emergency supplies

-Stabilized PT while waiting for an Air asset to arrive

1)

2) Interpersonal relationships, pre-planning and coordination, being adaptable and flexible to adjust the plan in place to fit the situation

3) In any field, being able to "roll with the punches" as they say and still be effective is incredibly valuable.

the best laid plans of mice and men often go awry

Experience #2----

Learning Thai in an extremely compressed timeline, had about 4 months to become 2/2 proficiency--limited working proficiency, about middle school level command of the language

We went out to a restaurant to practice the language and of course the employees there were native Thai and in the middle of my ordering, my instructor started laughing and the waitress just smiled and looked at me a little clueless. What I thought I was saying was definitely not what I was saying and I was attempting to order things that certainly weren't on the menu

1) I felt proud/fulfilled in this moment because, while this was an embarrassing moment, it was also a reminder that I had been learning a brand new language with a structure and alphabet completely unlike my native language, for about 8 weeks and I was still able to communicate, although crudely.

2) Persistence and humility

3) You're gonna make mistakes, you're gonna mess up, but you just try and learn and keep going

**14 Feb 2025**

Day didn’t go as planned—STAR resiliency

Our team was preparing to go train with some Taiwanese civilian and military personnel and as part of our pre-mission train-up, I had to make sure our team was up-to-date with trauma management medicine.

So I have 2 whole days to train my guys up, a good amount of time. Weeks ahead, I had already requested our training supplies, locked in simulators and training locations, made the curriculum, the whole 9 yards.

Day of, we all show up and I’m excited and ready to roll and our team leader says “hey, another team has some extra mortars, we’re gonna jump in with them.”

Then he asked me if I could do the training in just the morning of the current day so we could all get to the range

Put on a video about the mechanics of a collapsed lung because people have trouble visualizing it while I scrambled some supplies together real quick to do some ad-hoc training.

Our team leader was, in the end, disappointed in the value of the training

So I did what any good GB does and completely change the plan on the fly and o

So of course I made wrote out my plan and curriculum,

Kind of learned two things here: we had a plan and I need to stand up for my piece of it and to bounce back from the disappointment of “under performing”

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Time dilation

What's your hiring cycle look like right now?

If a job posting doesn't post the salary, is that a red flag?

Tell me about your self?  How do you see your future evolving?  How is your resume?  Does it have the details you want?

**Hiring Partner Overview Meeting Terry Henderson Feb 14 2025**

* Terry Henderson—Corporate Affairs Program Manager(?)
  + 18 years in Special Ops
* Recruiters, Talent Acquisition…
  + Tasked with finding talent based on job requisition through HR or hiring manager—not the hiring manager
* Staffing Agencies—similar to internships?
  + Brooksource(?)

**21 Feb 2025**

Mock interviews:

* Jordan: Instead of bouncing around answers, maybe pick one or two and drive into it
* Please give me a brief overview of your background, experience, and what drives you professionally?
  + Passionate about solving problems, degree in math, enjoy critical thinking, collaborating with other to find solutions. Value self-improvement and improvement of others
  + \*There’s a lot this company is doing…
    - Good or bad?—Good
* If you were assigned a task that you didn’t enjoy but were capable of completing, how would you approach it?
  + Be flexible, which is reality
  + Approach it methodically
* Tell me about a co-worker or supervisor you didn’t really get along with?
  + Be respectful, stay on task(?)
* What qualities do you value in the people you work with, and can you describe the type of colleagues or team members you enjoy collaborating with the most?
  + Everyone makes you better
  + Open-minded, same goals
  + I can elaborate…
  + Respect, value them for what they bring to the table
* In the event you’re on a team with someone who is known as a “low performer,” and you have a deadline coming up, how would you handle that situation?
  + Resort (rely on) to communication, build a plan
* Everyone serves customers in some way – whether it’s a boss, a higher level executive, or actual paying customers.  Identify one of your ‘customers’ and describe your mindset or approach when interacting with them?
  + Result-driven
* “I have a question for you”—What are you looking for/what expectations do you have for your new employees in the first 90 days

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* Joncarlos: “Yes that’s a good question” frequently
* Please give me a brief overview of your background, experience, and what drives you professionally?
  + Hit his jobs and his results/achievements
* If you were assigned a task that you didn’t enjoy but were capable of completing, how would you approach it?
  + STAR
  + Ruining people’s lives, different approach, requested to be removed from that section
* Tell me about a co-worker or supervisor you didn’t really get along with?
  + STAR
  + PLT SGT
    - Cursed
    - Military jargon—NJP, 6105
  + Good story, but it sounded a little unhinged
    - Kept true feelings for behind closed doors but maintained a professional appearance
  + Talk down about people “stoop down to her level”
* What qualities do you value in the people you work with, and can you describe the type of colleagues or team members you enjoy collaborating with the most?
  + Passion—can teach someone how to do something but you can’t teach someone how to be something
  + You answer reflected passion
* Everyone serves customers in some way – whether it’s a boss, a higher level executive, or actual paying customers.  Identify one of your ‘customers’ and describe your mindset or approach when interacting with them?
  + Try to put my best foot forward
  + As my dad said—I liked this, leave a good impression
* When the interviewer ends and says thank you for your time, do you have any questions for us?
  + “I have a question for you”—What are you looking for/what expectations do you have for your new employees in the first 90 days
* What are your benefits?

Questions:

* Please give me a brief overview of your background, experience, and what drives you professionally?
* If you were assigned a task that you didn’t enjoy but were capable of completing, how would you approach it?
  + STAR
* Tell me about a co-worker or supervisor you didn’t really get along with?
  + STAR
  + Understand where they’re coming from, understand their mindset
* What qualities do you value in the people you work with, and can you describe the type of colleagues or team members you enjoy collaborating with the most?
  + Could be STAR
* Everyone serves customers in some way – whether it’s a boss, a higher level executive, or actual paying customers.  Identify one of your ‘customers’ and describe your mindset or approach when interacting with them?
  + "Empower customers to make decisions, understand and anticipate their needs and even what they don't know they need"
* In the event you’re on a team with someone who is known as a “low performer,” and you have a deadline coming up, how would you handle that situation?
  + STAR
* When the interviewer ends and says thank you for your time, do you have any questions for us?
  + “I have a question for you”—What are you looking for/what expectations do you have for your new employees in the first 90 days

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Writing out your goals

* Refining what it is you want to achieve
* Milestones
* Manageable steps
* Date/time to have it accomplished
* SMART goals settings
  + Specific
  + Measurable
  + Attainable—Can you do it within the timeframe
  + Realistic but challenging—
  + Time-phased
  + Example: I will land a role at Wham-a-dyne corp as a back-end developer by August 1, 2025.  Iʻll achieve this goal by completing the MSSA, getting the AZ-900 and AZ-204 certifications.  I will use the following study resources:  list1, list2, list3. and will share this goal with my spouse. And kids!
  + Send at least 5 network connection requests in that same business industry/genre
  + Josh Vazquez: I will secure a full-time software developer position by June 30th, 2025, by applying to at least 5 job openings per week, sending out 5 networking connections a week, and completing 2-3 coding projects to showcase on my portfolio. I will leverage the skills and knowledge gained from the MSSA cohort, update my resume and LinkedIn profile, and seek feedback from mentors and peers to improve my job applications, interviews, and fill in any skill gaps.

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TMAY (Tell Me About Yourself)

* Initial brand statement:
  + I help teams progress by facilitating collaboration and contribution both as a leader and an individual. I am adaptable and versatile, capable switching between responsibilities as needed. I foster problem-solving mindsets that help teams overcome challenges.
* TMAY—Don’t be afraid to mention being in the military (I’m transitioning out of special forces/military and my time there has taught me that I excel…)
  + **Hi, I’m Dave Hancock, and I excel in environments where adaptability, problem-solving, and teamwork drive success. I have a track record of leading teams, optimizing operations, and facilitating collaboration to achieve goals.**
  + **Whether it’s streamlining processes, mentoring individuals, or bringing people together to solve complex challenges, I’m passionate about fostering teamwork and building a culture of trust, communication, and shared success.**
  + I’m always looking to connect with like-minded professionals who value collaboration and problem-solving—let’s chat!

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Elevator Pitch

* Hi! I’m Dave and I’m making an exciting transition from being an active duty service member to an active duty software engineer.
* I’m making an exciting transition from the military to software development Over the past 8 years, I’ve spent most of my time working on a team of like-minded professionals with different areas of experience and expertise, contributing and supporting each other to achieve a shared goal. I’d love to bring my perspective and skills to <the company>, can we schedule a time to talk?

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Project Patriot—Brooksource

* Brianna Morales (Bry-Onnuh)—National Technical Recruiter

DISA (Defense Information Systems Agency)—Combat Support Agency

* https://disa.mil/About
* Jade Phiasiripanyo
* Jeremy Stewart
* Provides communication and information sharing infrastructure to the DoD
* “Like Verizon or AT&T”
* Zero Trust, Cloud Red(?), Red Team/Blue Team(?)
* HQ Fort Meade, Maryland
* AFCEA—Non-profit membership association
* List of baseline DoD Certifications that are good to have:
  + 8570 (converting to 8140)
  + <https://www.giac.org/workforce-development/dodd-8570/>
* Job resume—Take verbiage from Duties *AND* Qualifications
* Hi Jeremy! I'm a member of the MSSA program and we just concluded the call with you and Jade. Thank you for hosting this and telling us about this agency and providing resume guidance. Hope to speak with you more in the future!

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* 5-7 questions prepared for the interviewer(s)
  + Assume 3-5 will be answered during the interview
  + If all questions are answered, you can review the answers to ensure you understand the answers

Behavioral Questions:

* PART strategy: (Same as STAR(T))
  + Problem—Identify the problem, relevant to the question?
  + Action—What action did you take to resolve the problem?
  + Result—What was the positive result of your action?
  + Takeaway—What did you learn from this experience?
  + Tie-In—
    - Tie your experience into the scenario presented or their needs
    - Tie in your example to the work you’d perform in the role—draw an explicit connection to explain why your aptitude applies to a scenario you’d face in this role
* *Resiliency*:
  + Tell me about the biggest work-related setback you’ve ever had. How did you deal with it?
  + Tell me about a time when your supervisor really didn’t like the work you did. How did you respond?
* *Teamwork*:
  + Tell me about a time when you had to ask a coworker for help
  + Tell me about a time you were able to deal with another person, even when that individual may not have personally liked you (or vice versa)
  + What is your typical way of dealing with conflict? Give me an example.
* *Problem Solving: These are difficult*
  + Tell me about a time when you had to make a decision about something outside of your expertise. What process did you use in your decision making?
* *Performance*:
  + Tell me about a time when you had to deal with a sudden, unplanned problem/delay/or issue with a project. How did you respond?
* *Planning and Project Management:*
  + Share a time when you had to modify or adapt a plan in the middle of execution.
  + Describe the best project you ever worked on. What made it successful?
* *Organization and Time Management:*
  + Tell me about a time when you had too many things to do and had to prioritize your tasks.
  + Have you ever been given a last-minute project? How did you prioritize your time and organize yourself to complete the task?
  + Can you give me an example of a time when you had competing priorities and how you handled them?
    - Eisenhower Matrix: Urgent (U/NU) Important (I/NI)
      * I/U: Do—Do it now
      * I/NU: Decide—Schedule a time to do it
      * NI/U: Delegate—Who can do it for you?
      * NI/NU: Delete—Eliminate it
* *Manageability*:
  + Describe a time when you had to tell your boss “no.”
  + Describe a time when you didn’t feel like you were being listened to by your boss.
* *Leadership*:
  + Tell me about a time when you delegated a project effectively.
  + Share a time when you took the lead on a project, even if you weren’t supposed to.
  + Give an example of how you’ve helped subordinates be more productive.
* *Integrity*:
  + Have you ever been asked to do something that you felt was dishonest or unethical? What was your response?
* *Innovation*:
  + Share an example of when you adopted a new technology or business practice into your organization.
* *Initiative*:
  + Describe a time when you anticipated potential problems and developed preventative measures. That was sort of a hard question
  + Describe a time when you were asked to do something without being given sufficient direction.
* *Flexible and Adaptability:*
  + Tell me about a time when you had to complete a project without all the resources you were used to.
* *Decision Making:*
  + Describe an unpopular decision you made and what the result was. What about as an individual contributor?
    - Handling pushback or disagreement
    - Can you defend your decision with logic and reasoning
    - How do you navigate situations where people disagree with you
  + Tell me about a difficult decision you’ve made in the last year.
  + Tell me about a time when you had to pick between 2 bad options
    - Evaluate the two options and see if I can turn one into a good option
    - See how it impacts the team or project and work with the team to make a decision

Answering Interview Questions:

* Salary—Let them make the first offer
  + “I noticed the range for this position is between X and Y, what is usually budgeted for someone with my skillset/experience?”
* When do you think you can start?
  + “When do you need someone?”
* “Hey thanks so much for the time and this interview. I spent a lot of time researching this company and I would love to work here and be part of its culture and mission.”
* Weakness—I tend to second-guess myself a lot, even though I know I often have the knowledge or experience to be confident in my decision. I remind myself that I do have the knowledge or experience to confidently decide and that not every answer needs to be overtly validated
* Presenting complex information to others—1-2-3 framework:
  + 1) Consider the audience
  + 2) Present the information
  + 3) Verify they understood the information
* Tell me about a time when you had to pick between 2 bad options
  + Evaluate the two options and see if I can turn one into a good option
  + See how it impacts the team or project and work with the team to make a decision

Your interview

* TMAY
* Do you have any questions for me?
  + Bring 5-7 with you, some will likely be answered during the interview
  + Beyond what we’ve discussed and the role description, what expectations or requirements do you have?
  + Why is this role available? Is it a new role or has there been turnover?
  + What are the most immediate challenges facing me if I accept this role?
  + What are the next steps in this process and when can I expect to hear from you?
  + What’s the growth potential look like for this role?
  + What are some projects I can look forward to if I work on the team?
    - Rework this question
  + After hearing my answers to your questions, do you have any concerns about my ability to do the job?
  + What do you expect from a new hire in this role for the first 90 days?
  + What are the greatest challenges of this position?
  + With this role, what are some immediate challenges I would be facing when entering this role?
* When you end the interview, “leave flowers on the bridge”
  + …while researching this company, I’ve grown to really appreciate its mission and culture and working here would be a delight. I hope to hear from you soon
  + *Hi, I really appreciate the time you’ve taken to talk with me today, I’m definitely nervous but excited to be here. I’m Dave Hancock and I’m currently an active duty Green Beret/SF Medic transitioning out of the army after 8 years of service. I have spent a lot of time going through some extremely rigorous and challenging training to be at the top of my craft and have used that knowledge to do a myriad of things like mentor other service members, conduct operational planning, and coordinate with different entities to achieve similar goals on both team and strategic levels.*
* *What do you bring?*
  + *To get where I am, it has required a certain level of dedication and discipline and now I have some very unique experiences, perspectives, and skills. And I’m continuing to build on these assets(?) through the MSSA program and I would love to extend that beyond the program and into* ***your company****.*
  + *Mistake I made was covered down by my leadership, was able to recover from my mistake because the plans were already made*
  + *Self-starter—even though I delegate well within my own boundaries, I could have reached out to other people*
  + *Add additional details about what my “primary job” is on top of planning the operations*
    - *Oversee and assist other teams with any medical planning or supplies before they deploy.*
    - *Track the unit’s readiness metrics and report on them at monthly meetings*
    - *Prepare and run any medical training required for other medics to maintain certification*
    - *Manage a team of about 6-8 personnel*
* Is it common to make the full offer via phone?
* Thank-you letter by mail archaic?

“That’s a good question”

“Paraphrase the question”

“Great question, let me think on that for a second”

Salaries

* Software Developer ID number for searching wages: 15-1252
* O-Net
* Bls.gov

Provide benchmarks or give him the autonomy

Talk to Mo about the LinkedIn learning

Military planning process similar to Agile development principals

Teamwork/team dynamics