

Technical Interviewer Instructions & Tips

Being interviewed can be intimidating. For many people, it's the most nerve-racking part of applying for a job. That's a real problem, because anxiety and nervousness can keep you from performing your best.

So what can you do to calm your nerves? **One of the best ways to demystify the interview process is by switching roles:** practicing being an interviewer yourself. By mindfully putting yourself in the shoes of an interviewer, you can begin to internalize some important facts about interviewing:

1. The first thing you'll notice as an interviewer is that **an interview is a conversation, not a standardized test**. As an interviewer, you aren't just looking for a correct answer; you're also looking for a good social interaction. You want to know that the candidate is someone you'd like to work with.
 - *While you're interviewing:* Think about how much smoother and less awkward the experience is when the candidate talks through their answers than when they think quietly.
 - *The Takeaway:* Don't be afraid to talk to your interviewer. Being friendly, communicative and confident is almost as important as having good answers.
2. You might also notice that **as an interviewer, you naturally want your candidate to succeed**. A successful interview is much more enjoyable than an unsuccessful one.
 - *While you're interviewing:* Think about how much better you feel when the candidate arrives at the right answer, and how much you want to help when they're on the wrong track.
 - *The Takeaway:* Don't think of the interviewer as your adversary; they want you to succeed almost as much as you do. Ask questions when you're unsure about anything, and they'll usually do their best to help you.

Rubrics

Many interviewers use rubrics to guide their final decision-making. By using the basic rubric on the back of this page to measure your mock candidate's answers, you can start to understand how your future interviewers will be evaluating your own answers.

Feel free to also use the rubric as an opportunity to **measure and improve your skills** when it's your turn to be a mock candidate.

(See rubric on back of page)

Peer Interview Example Rubric

	Needs Work	Solid	Outstanding
Technical Expertise	Despite hints from the interviewer, was unable to answer some of the problems.	Answered all problems, though may have needed some hints.	Arrived at optimal or near-optimal solutions for all problems with minimal hints.
Communication	Didn't meaningfully engage with the problems or the interviewer; spent long periods in silence when stuck instead of asking questions.	Asked effective questions and demonstrated a clear willingness to learn.	Demonstrated strong comprehension of the problem space and a clear willingness to learn and work collaboratively.
Efficacy	Took much longer than average to solve some problems, and/or needed extensive help to get through them.	Worked at a reasonable pace and answered most or all of the problems within the allotted time.	Arrived at optimal or near-optimal solutions to all of the problems well within the allotted time.

DO NOT SHOW THIS SHEET TO THE "CANDIDATE"

Read out only the text in italics to the candidate, the rest is for your eyes only.

Peer Interviews - Practice Interview 3

Read to candidate: *Write a function called `fizzBuzz()` that prints every number from 1 to 100 with the following exceptions:*

- 1. For every number that is a multiple of 3, print the word "Fizz" instead of the number.*
- 2. For every number that is a multiple of 5, print the word "Buzz" instead of the number.*
- 3. For every number that is a multiple of both 3 and 5, print the word "FizzBuzz" instead of the number.*

Interviewer notes (do not read to candidate!):

The simplest solution is to simply iterate from 1 to 100, using three if statements and an else to catch all of the possible cases, but bonus points if the candidate thinks of a more clever solution.

If the candidate finishes with time left, ask this follow-up question:

Write a function called `fizzBuzzBazz()` that prints every number from 1 to 100 with the following exceptions:

- 1. For every number that is a multiple of 3, print the word "Fizz" instead of the number.*
- 2. For every number that is a multiple of 5, print the word "Buzz" instead of the number.*
- 3. For every number that is a multiple of 7, print the word "Bazz" instead of the number.*
- 4. For every number that is a multiple of two or more of these numbers, print all of the matching words instead of the number. For example, 21 would be "FizzBazz."*

Interviewer notes (do not read to candidate!):

If the candidate attempts to solve the by using seven different if statements, ask them if they can think of a less verbose way to solve the problem. A better solution is to use a `StringBuilder` and append each word only if the condition fits, reducing the number of if statements to four. Even more elegant solutions exist, but they can be quite complex and there is no need to find them in the allotted time.