

面试那点小事

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Relax, it's worse than you think!

The purpose of the on-site interview is to allow both you and the employer to gain a more in-depth knowledge of each other — **to see if there is a “fit.”**

The employer, through the multiple interviews that occur during your visit, gains a greater understanding of **who you are** and **how you interact** with numerous potential co-workers and supervisors.

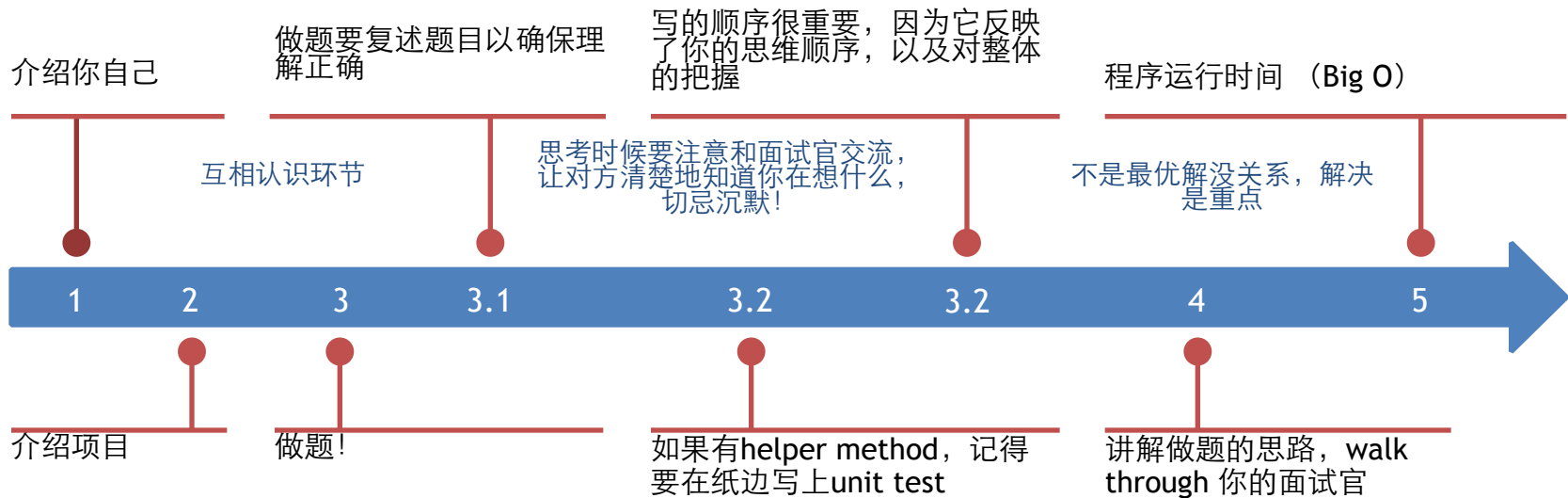
You get firsthand exposure to the company's work environment and corporate culture — and prospective co-workers.

Onsite面试流程



九章算法

Company history - Key milestones



如何谈起工作中的失误 - 1

- 面试官之所以会让你谈谈曾经工作失误，其实是为了评估你是不是能在高压下应对恶劣的工作情况，我们都知道没有人愿意谈论自己的错误，但是诚实的回答这个问题却至关重要

Never Say Never

- 诚实的承认自己的错误，并从细节上解释你是如何改正和挽回的，并且达到了什么效果
- Case Study: 你可以说 In my position one yr ago at company ABC, I missed a major deadline that caught my bosses off guard. After a short meeting, I realized xxxxx, eventually xxxxx

Don't spread around the blame

- 承认自己的错误并承担责任，千万不要责怪他人（大忌！）面试官不想听到你责怪队友，如果错误确实不是你造成的，就选一个别的例子
- Case Study: 你可以说 I missed the deadline because I didn't maintain proper communication with my team member (注意，这些都是很容易改正且无关痛痒的错误，强调你之后改了)

Tell Them You Handled It

- 详细说明你是如何解决这个问题的，不管你感觉有多糟糕，面试官care的只是你是否具有灵活的解决问题的能力,并不关注错误本身
- Case Study: 你可以说 As soon as I was going to miss the deadline, I contacted all the stakeholders in the project to smooth things over, and we all put in the extra hrs needed to get it completed quickly

It's impossible to do well in an interview if the interviewer doesn't believe what you're saying, so don't try to sugar coat things.

如何谈起面试中的失误 - 2



- 面试官之所以会让你谈谈曾经工作失误，其实是为了评估你是不是能在高压下应对恶劣的工作情况，我们都知道没有人愿意谈论自己的错误，但是诚实的回答这个问题却至关重要

Talk About Lessons Learned - 说说你都学到了什么！

只要你能够从中吸取到教训，你完全可以在合理范围内承认自己的错误，告诉面试官你犯的错误的，你是如何迅速高正以及如何吸取到教训

那么多的铺垫都是为了这一刻告诉我面试官自己现在多厉害！



After I missed that deadline, I created a spreadsheet for all future projects that showed everyone a project snapshot and clearly indicated deadlines and where we're at in the process at any given time. Since then, I've never missed a deadline

The failure question frequently takes people by surprise. Even if you're prepared for it, talking about failure is difficult. The key to answering this question well is first framing the way you evaluate failure and then finishing with your key takeaways from the experience. If you sandwich your story with these two components, you'll definitely have a strong answer.

On-site Interviewing Tips

The goal you want to accomplish for an on-site interview is to receive an offer of employment from the company.

- Make sure you are dressed for an interview. Check with your recruiter. Many companies now use "business casual" attire, so a traditional suit, tie or similar business attire is not always best. Whatever the decision on what clothes are appropriate for your specific interview, make sure that the clothing you wear is clean and pressed.
- Make sure you pay attention to your personal grooming. Shined shoes, clean nails, trimming the moustache or beard, a recent haircut and breath mints should all be considered. Jewelry, perfume and cologne should be kept to a minimum.
- Remember to get a good night's sleep the night before. Avoid alcohol usage and eat light foods.
- Have extra copies of your resume with you.
- Show up 15 minutes early. Make sure you obtain the telephone numbers for the company and the primary contact at the company in case you have traveling problems. Your recruiter will be pleased to give these to you. Also, remember to take things like the weather and traffic into account when arranging your transportation to the interview.
- Your body language and facial expressions will be noticed. Keep good eye contact when talking to someone, stand up straight, make sure your hand shake is firm, smile often, and speak in a confident, uplifting and enthusiastic tone of voice.
- Be confident and factual about what your responsibilities are and what you have accomplished.
- Speak positively about your experiences, especially any challenges that you may have had. Convey to the interviewer how a challenge has helped you grow and/or succeed in very positive.
- Be ready to answer basic and in-depth interviewing questions, and remember to answer a question as enthusiastically the tenth time it is asked as you did the first time it was asked.
- Have a list of questions ready (see the list below for suggestions). By asking effective questions, you will be in a better position to make a good career decision.
- Reiterate your interest in the position and the company...let them know you appreciate their taking time from their schedules to meet with you...and don't be afraid to tell them you like what you've seen and heard, and you want to come to work with them!
- Establish a follow-up time frame.

为大家准备了一份
可能碰到的问题，
请课后向九章算法
联系人索取

谈谈你之前Lead过/参与过的Project



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Choose the Right Example

- 选择一个近期的项目，面试官希望听到诚实的回答，自己编造的东西很容易被面试官发现，那么你之前所有的“吹嘘”全部都白费了。不要担心你说的项目是否成功，成功最好，如果失败了，一定要解释原因
- Case Study: I recently led a team that prepared a series of presentations for clients at my company's annual conference

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Show Your Leadership Skills

- 具体展现你的工作，描述你在团队中的作用以及团队是如何作用
- Case Study: I was in charged with assigning specific presentations to the team members, setting deadlines and editing their material etc....简单的2-3句话描述清楚就可以

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Determine propositions for target segments

- 多和面试官表述一些细节，切记不要说自己的功劳，细节能让你所有的夸夸其谈充满真实性。记得从团队的角度客观理性地分析，如果项目失败了，则谈一下经验教训
- Case Study: Two colleagues missed their deadlines, but we call pulled together to help them, I personally xxxxx (加入自己是多么聪明挽救大局的细节) and after the conference our client feedback was 100% positive. I even received an email from one of my client who said this year's was the best yet/ (告诉面试官，我有做事的能力，只要我做了，我还能取得好的结果)

面试时，有些公司会想知道你是否具备合作精神-team work 以及你是否具备领导能力 Leadership Skill，这个时候你可能会被问到类似问题：What was the last project you led and what was its outcome?

什么是你的理想公司 Why Here? -1



1

你需要对以后的工作环境跟工作场所有一个清晰的想法。Teamwork, 工作为你的考虑因素

Be Sincere

成

My ideal company is one that values individual employees and encourages them to speak up and share ideas, but that also has a commitment to sustainability

Case Study

2

好的公司会与员工一起进步。你应该明确公司所面临的挑战并成为解决这些

**Focus on What
You Can Offer**

My ideal company would present exciting challenges that allow me to use my interest in growing sustainability efforts, and I see how my experience developing metrics could move the business forward

Case Study

什么是你的理想公司 Why Here? -2



- 在面试时，难免会被你为什么想在这里工作的问题问的措手不及，心里想说，我都跑来面试了还问我为什么要来，或者我就是为了H1B，高薪和绿卡来的，但是却不能说出口。
- 然后这几乎是一个面试一定会问到的问题，面试官的目的是看看你是否真的做好了准备。其实在面试前可以了解一下公司的历史，愿景以及使命、也可以谈谈自己的教育、技能和经验能如何为公司增加价值

1 Show them you 've done your research

>理想情况是你已经对公司做了充分研究，可以看公司网站，社交媒体账号或者阅读跟公司相关新闻而得出的结论，并尽力将自身跟公司价值靠拢
>I've always thrived at the fast growing companies like this one and I understand the challenges that high growth rates can bring to this particular team. I'd love to be one of you guys and be part of innovation

2 Provide details match about your value

>I would do a great job 或者I'm a good fit这种千篇一律的话没有任何营养。如果你曾在报纸上督导公司的下一步举动，就把这个作为自己的切入点
>I have a history of turning around underperforming teams and would love to be a part of refocusing Company X's effort to increase the xxxxxx. Boosting xxxx would be my first step.

3 Keep the focus in the employer

>面试官关注的点永远是你能为公司带来什么，你能为公司做什么，许多求职者在回答Why do you want to work here?的时候会长篇大论，滔滔不觉得谈理想，但不要忘记结合你面试公司的实际来谈
>Company X's balance between strong growth and corporate stability make it an attractive place to build a career. My history of boosting team performance shows I would definitely be an asset for the team.

Think deeper and communicate simpler

FLAG面试题

> 用三句话向你八岁的侄子解释下什么是数据库

> 显而易见，这个想要问的是大家能不能用简单的语言解释一个复杂的概念



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