1. **Best Practices**
   1. **Be authentic**
      1. Interviewers can sniff lies
      2. Interviewers are more likely to connect with you if they see you as a real and authentic human being
      3. Need to balance between authentic and selling yourself
   2. **Sell Yourself**
      1. Swarmy, awkard 🡪 not enough practice
      2. You should focus on
         1. Preparing authentic answers
         2. Highlight greatest strengths and accomplishments
      3. Big part of this interview is
         1. Tell good, interesting and relevant stories about your experience
   3. **Be concise**
      1. Rule of thumb: don’t go more than 2 minutes
      2. Always emphasize most impressive points
   4. **Show Enthusiasm**
      1. They want someone who is excited who asks questions who seems if they are really motivated if they are hired for the position
2. **Common mistakes**
   1. **Lack of professionalism**
      1. Automatic fail if not met
         1. E.g arriving late,
   2. **Lack of preparation**
      1. Sabotages many great candidates
         1. Is all about preparation
            1. Analyzing job descriptions
            2. Researching through firm
            3. Thinking about answers
            4. Practicing
   3. **Lack of content**
      1. Due to lame answers 🡪 lack of preparations
         1. You don’t have good behavioral stories
         2. Blurting out answers raising red flags
         3. Doging questions
      2. Gap in resume
   4. **Negativity**
      1. **Don’t ever badmouth your former employer, manager or even your coworker**

**Corgi practicing interview #1**

* Why did you choose this career?

First Practice: <https://app.biginterview.com/s/4cf14aad17>

Second Practice: <https://app.biginterview.com/s/97f2096184>

Third Practice: <https://app.biginterview.com/s/1499cc89c6>

1. **Types of interviews**
   1. **The phone interview**
      1. **Is about basic resume review question**
         1. Auth0 knowledge
         2. Remote work experience
         3. Recent experience, successes/challenges, fit for the role, etc.
         4. Authorization to work in the country the candidate resides
      2. **Pros**
         1. You don’t have to worry about your appearance
         2. You don’t have to worry about eye contact
         3. You can keep your notes nearby for reference
      3. **Cons**
         1. Hard to make impressions
            1. **Please make extra effort to bring positive energy out**
            2. **Your voice and word choice matters**
            3. Difficult to connect with non-verbal cues

**This is the reason why sales people always want in-person meeting**

* + - 1. It’s difficult to read your interviewer
         1. Hard do know interviewer’s response
         2. Candidates talk way too much
         3. They ramble
  1. **The one-on-one in-person interview**
     1. Is the classic format
        1. Duration “20 – 45” minutes
     2. Practice is what separates the candidates getting hired and not hired
     3. **Non-verbal communications play much bigger role**
     4. Non-verbal bad habits to avoid
        1. Talking fast
        2. Slouching
        3. “Umns” and “Uhs”
  2. **The video interview**
     1. You should prepare the same way as the in-person interview
     2. Advice
        1. Is your eye in contact with the screen
  3. **The panel interview**
  4. **The group interview**

1. **Types of Interviewers**
   1. **External Recruiter**
      1. Companies use external recruiters to vet candidates and send only the most qualified
      2. Gets paid by sourcing candidates who get hired
      3. **Bottom:** he wants to get paid so he wants you to do well
   2. **Internal Recruiter or HR Rep**
      1. **Goal:** Find out if you are a close enough fit for him to send you through to meet with the hiring managers
   3. **The Hiring Manager**
      1. If you win over, you will get pretty far
      2. Will be your boss if you take the position
      3. Is the primary decision maker on who gets hired
      4. Will be more likely to ask specific questions about technical skills **or experience with specific day-to-day responsibilities**
      5. Cares most about your personality or your style
   4. **Senior Level Management**
      1. Will only meet with you if you made strong impressions on others already
      2. Prepare for an interview with senior management the same way would with the hiring manager
   5. **Direct Report**

**Practice**

Describe your current and most recent job role

I have been the marketing manager for Smith, Jones, & Smith law firm for the last two years, responsible for managing all of the firm's marketing activities. This includes brochures and RFPs, public relations, management of the firm's website and social media accounts, and advertising and sponsorships.

I have two direct reports -- a graphic designer and a junior marketing associate. I wear a lot of hats and I love the fast pace of the job and the ability to be innovative. Most recently, I took the lead in rolling out a new referral program to existing clients -- it has been a huge success and led to dozens of leads within just the first two months of the program.

First Practice - <https://app.biginterview.com/s/2efda24843>

Second Practice – <https://app.biginterview.com/s/29adbb0f5b>

* I worked at Sitemax Systems from January 2018 to December 2019 as Junior Front End Developer
* There I was responsible for developing and maintaining features of the SiteMax Systems
* I assisted with the development of SItemax’s mission critical Sitemax 3 and Sitemax 3.5 mobile application, and I took leadership so the company’s application deployed on time
* With my strong work ethics, I developed, and made sure that the app looked great and delivered on time so the clients would join and stay. During that time, I developed over 300 single page angularJS based applications and maintained over 2000 of them.

1. **Types of Interviewers**
   * Bottom line:
     + Will this person help me do my job better?
     + Will this person make my work life easier?

**Positive Signs in Interview**

* Interviewer is keeping you longer than usual
* During phone interview, you should be more animated than usual
* Expect some technical

1. Forms of non verbal communication
   1. Eye contact
   2. Body language
   3. The quality & tone of your voice
      1. Don’t be a low talker
      2. Don’t be a close talker
      3. Don’t be overly loud talker
   4. People are much more likely to rely on their **first impression as truth**

**Why are you looking for a new position now?**

"Well, I have learned a lot at XYZ Inc. over the last two years and I'm not in a rush to leave. However, I do feel that I am ready to take on the challenge of managing a larger team with a more global scope of responsibility. I'm not sure if that opportunity exists at XYZ right now and I was very excited when I heard about this position -- I think it would be a great fit given my experience and my goals."

First Practice: <https://app.biginterview.com/s/474eb226db>

Second Practie: <https://app.biginterview.com/s/6790893c9e>

Third Practice: <https://app.biginterview.com/s/6b652be289>

* I felt I needed a new challenge as I was developing the single page applications
* I was originally trying to get into University to pursue degree in computer science, but unfortunately covid-19 hit, and I realized the priority now is to get into job so I could help out my family
* I was excited when I found this position on LinkedIn
* I think it would be a great fit for my experience and my goals

1. Analyzing Job Description
   1. Allows you to know what to expect for interview
   2. Many candidates don’t take time to truly examine job description
   3. Analyzing job competencies
      1. STEP 1: Identify competencies
         1. Review the job description closely and highlight all of the
            1. Qualifications
            2. Duties
            3. Desired competencies
         2. **Make special note of those that are mentioned more than once**
         3. **If you don’t have experience, be prepared to talk about similar experience**
         4. The most important things in each section **are going to be listed first**
      2. STEP 2: identify themes
         1. Read carefully, and identify what seems to be the most important to hiring manage
      3. STEP 3: identify your selling points
         1. Refer to exercise “Talking about strengths”
      4. STEP 4: identify gaps or issues
         1. It’s important to go through the process of honestly, candidly identifying your weaknesses or what could be perceived as weakenesses by others
      5. STEP 5: Anticipate questions

|  |
| --- |
| Software Engineer, Growth and EnablementAbout the job Auth0 is a unicorn that just closed a $120M Series F round of funding, with total capital raised to date of $330M and valuation of nearly $2B. We are growing rapidly and looking for exceptional new team members to add to our exceptional talent pool - and who will help take us to the next level of success. One team, one score.  Our vision is to provide people with secure access to any application in one click or less. And our promise is to make identity work for everyone—whether you’re a developer looking to innovate, or a security professional looking to mitigate. **We are looking for curious, excited, boundary-pushing team members**. So, if you’re a big thinker who is nimble and adaptable, Auth0 may be an ideal place for you to shine.  Here at Auth0 we’re focused on securing the world’s identities so innovators can innovate. We’re currently hiring a senior Full Stack Software Engineer to join our Growth and Enablement Team. This team is focused on supercharging the next phase of Auth0’s growth while at the same time enabling multiple internal groups within our organization to effectively deal with their growing needs. At Growth & Enablement, you would join a team of exceptionally talented individuals with a wide breadth of focus, from pricing & packaging, to how customers can effectively leverage support resources to even looking after and improving internal tools that fulfill a plethora of field teams requirements.  **You will**   * + Build new and maintain current features by contributing across the whole technical stack.   + Influence the team culture and iterate upon the ways we work together.   + Collaborate across teams to solve technical and non-technical challenges.   + Work primarily with TypeScript, NodeJS, MongoDB and PostgreSQL.   + Debug and resolve production issues and implement fixes for them.   + Be a part of the team's on-call rotations.   + Understand our customers (both internal and external) and how we can best serve them. (keeping deadline, solve it one time)   **You'd Be An Excellent Fit If You**   * + Have 2+ years of software development experience.   + Have a passion for learning.   + Thrive in a fast-paced environment, where change is the only constant.   + Are comfortable designing, writing, and operating full-stack applications.   + Are familiar with NodeJS and RESTful APIs.   + Have a solid understanding of JavaScript and TypeScript.   + Have the ability to be self-directed and be effective working independently, yet feel equally comfortable contributing in a team environment.   + Work well with technical and non-technical people to deliver high-value results.   + Have excellent communication and collaboration skills.   + Believe that writing code is a means to solve business problems.   + Enjoy being part of a highly collaborative, remote-friendly environment.   **It is helpful, but not required, if you have experience:**   * + Being part of distributed teams and work environments.   + Working on billing and/or pricing services.   + Working on internal tooling or with internal customers.   + Developing services that integrate with third-party tools like Salesforce, Stripe, etc.   **Preferred locations:**   * + #CA; #AR   Auth0 safeguards more than 4.5 billion login transactions each month and its top priorities are availability and security.  We like to think that we are helping make the internet safer. Our team is spread across more than 35 countries and we are proud to continually be recognized as a great place to work. Culture is critical to us, and we are transparent about our vision and principles .  Auth0 is an Equal Employment Opportunity employer. Auth0 conducts all employment-related activities without regard to race, religion, color, national origin, age, sex, marital status, sexual orientation, disability, citizenship status, genetics, or status as a Vietnam-era special disabled and other covered veteran status, or any other characteristic protected by law. Auth0 participates in E-Verify and will confirm work authorization for candidates residing in the United States. |

**Weaknesses**

1. I have 1 year gap in experience
2. My project is too simple (including React)
3. I don’t have Node.js experience and Typescript experience

**Themes**

1. Communication & collaboration (social ability)
2. Knowledge in fullstack applications
3. Customer oriented mindset
4. Problem solver & good debugging skills
5. self-directed and be effective working independently
6. Lover of learning, persistent person, loves change
7. Tell me about a project
8. Review snippet of code in Node.js. What would you do to make it production ready
9. favorite feature of Auth0

##### What are your most relevant qualifications for this position?

1. I am resilient self-learner who always strives to make himself better than yesterday
2. I know how to quickly pickup new languages and knowledges and get it going (I know this will come in handy in this organization)
3. I know how to work in pinch to make sure the product is delivered on time with team members
4. I take leadership at improving something in benefit of company without being asked
5. I love creating products that people love