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?

##### 

##### First Practice: <https://app.biginterview.com/s/efe49bcdc7>

##### Second practice: <https://app.biginterview.com/s/b111ad9068>

1. I am passionate self-learner, who has proven history of going from knowing nothing about programming into getting a job at the industry, and my passion for learning is still going strong with recent addition of typescript ReactJS and Style components into my list of competencies
2. I have strong work ethics that I ensure to make sure products are delivered on time
3. I have experience of creating over 300 spas and maintaining over 2000 of them in collaboration with customer success team and tech team
4. I love creating products that people love
5. I truly desire to be a part of the collaborative remote friendly work environment

##### What is your weakness?

##### 

##### First Practice <https://app.biginterview.com/s/4e46b8031c>

##### Second Practice <https://app.biginterview.com/s/4e46b8031c>

제 weakness 는 두려움 입니다. 일할때 저는 제 일이 잘 되고 있는가 속도 빠르게 하고 있는가 제가 하는 문제가 쉬운데 어렵게 풀고 있지 않은가 혹시 안좋은 일이 일어나지 않을까 두려움에 쌓입니다. 그로인해 저는 매일매일 회사에 늦게 있었고 제 일을 집으로 가져와 많이 하려고 했었습니다. 처음에는 괜찮았었습니다. 하지만 시간이 지나면서 burnout 했었습니다. 동료들에게 걱정을 안겨주었고 고치지 않으면 안되는구나 생각을 하게되었습니다. 이를 해결하기 위해 저는 수영을 했었고 그리고 leetcode나 pramp를 통해 자그마한 알고리즘 문제들을 연습했었고 그리고 화장실에 가고 돌아올때 늘 pushup을 했었습니다. 그리고 하면서 형모야 넌 잘하고 있어 주문을 외었습니다. 그 후 저는 문제풀고 막혔을때나 시간이 많이 걸릴때 형모야. 이것은 그냥 시간이 많이 걸리는거야 하고 안심하며 하나하나 씩 해결해 나갈 수 있었습니다 .

감사합니다.

##### 

##### What are your strengths?

##### First practice: <https://app.biginterview.com/s/42aa5a024d>

##### Second Practice: <https://app.biginterview.com/s/d3fa787426>

##### Third Practice: <https://app.biginterview.com/s/303a0e5b12>

1. Getting to the bottom of something and solving the problem
2. I have strong work ethics, and I make sure products are delivered on time
3. I have experience of working with team members from different departments. Together, we’ve built over 300 forms and I could use this experience and experitise in benefit of company
4. Taking leadership at improving something in benefit of company even if I am not asked
5. I am a dedicated self-learner with proven history of self-learning in web development and securing a job at SiteMax Systems

My strengths

1. Getting to the bottom of something and solving the problem
   1. Story about building bash program for sitemax 3
      1. James wanted to attend buildex with his cool new app SiteMax 3 built entirely using Ionic Framework
      2. But the time was ticking, and we were struggling to get the app out on time
      3. Each build took about 20 minutes (literarly)
      4. Each time when something significant is updated, when we had to re-build app, we would face this frustrating build errors
      5. We had to rebuild everything from top of our memory, which costed a lot of work
      6. It was okay at first when the app was light
      7. But as time went by, it really took away patience from all of our parties
      8. My senior didn’t want me to spend work hours building tools that address problem
      9. But I decided to take a step in, and tried to create a build instruction where we can install in a single step without build troubles during off hours
      10. I learned that the problem was due to plugins being dependent of order they are installed (on top of the frustrations)
      11. I built it using bash, and showed to my senior
      12. We used it, and we were able to solve the problem
2. Taking leadership at improving something in benefit of company
   1. Story about improving UI of form

* I was given a task of creating a form at the beginning of my career
* To start, I looked at some works done by others and learned that it didn’t look too great. The font was large, the resulting PDF it generated looked too basic (in seires of table)
* I could picture Jake and Christian who were in charge of sales wouldn’t like to show this work to clients (because it looked too basic)
* I thought “wouldn’t it be awesome to have products that they would love to show their clients”
* I began improving it’s UI day during the off hours. I played around with CSS and PHP (it was used to template the pdf) and made incremental improvements until it looked great
* One day, I was working on it during the off hours, James came in, looked at my form, and said “Wow Moe, that really looks great. Great job” and left. I was fortunate to create over 300 forms over 2 years.
  1. Story about building personal workspace
     1. The number of forms I had to create was great
     2. In the beginning I was manually cloning the base files, and moving to workspace, and deploying to client, all by hand
     3. This took too much time. It sacrificed greatly into the time it took to build the form
     4. I wrote bash program to do all of above in fewest key strokes possible, but still maintaining quality
     5. My rate of performance increased, and I was able to reduce the time of producing forms by double or even triple, and helped Jake and Christian secure more sales quicker

1. I am a go getter that makes sure products are delivered on time
   1. Story about Christian
      1. He came one day and said he needs to get forms for Townline done ASAP, because he has to show it to clients at a meeting the next day
      2. I was in the middle of doing other forms, but I knew this was important since the people he was meeting was a big client, and he really wanted to secure sale
      3. I stayed all night to finish all the forms
      4. He said thank you, fist bumped me, and with relieved mind, he went off to show the work to client
      5. So much so that later James and Christian would complement that we need more of Moe and Nikolay (my senior) at SiteMax Systems
   2. Story about managing 2000 forms
2. I can work with peers during tense times
   1. Story about working with Sam
      1. Sam who used to be my junior became my senior
      2. He looked at the form and said “Moe could you work on this again?”
      3. My heart sank. Let alone that he became my senior, he asked to do everything over.
      4. But I calmed down, kneeled and asked “Hey, could you elaborate more?”
      5. My friend replied he wanted to keep style of the form consistent so the future and current employers will have easier time reading, fixing and modifying the form
      6. I said “thank you”
      7. I went back to my seat, revised my form, and walked over with him and did couple of iternations until all was okay.
      8. We worked together to build many forms together like this.
3. I love creating products that brings smile to people
   1. Story about the boring company in Toronto
      1. Jake came in and said a company in Toronto wanted to have the form revised
      2. The company was in restructuring by other form, so it was mission critical for our product to create a product that meets financial goals and have perfect product, so the client would keep us
      3. I finished the work in about a day
      4. Jake went off to client. Came back said, no she wants it differently with changed business requirements
      5. I said no problem, and made fix
      6. Jake went off to client again, and came back and said the client wants more revisions with more requirements
      7. Jake was clearly frustrated and I assured him, hey it’s not a problem. I will get it done
      8. It took couple of revisions but when it was complete, and deployed to their system, Jake came rushing in and said “Hey Moe, I showed this to client and she said It’s Christmas. Christmas has come early. Thank you so much!!”
      9. The client decided to stay with us.
   2. Story about Bold construction
      1. I was in charge of creating an electronic safety form application on behalf of Bold construction
      2. It was to secure the client and join him to SiteMax Systems
      3. So using the tool I have built during the off hours, or
      4. During Christmas party, person at the Bold construction showed the work I have done on behalf of Bold construction. He was so excited to see
4. I have proven history of self-learning which I love and securing a job at SiteMax Systems
   1. Story about Getting a job at SiteMax
      1. Back when I graduated from university of Toronto, I had little money with no prospect of going into graduate school
      2. I had to get a job, and I knew program was my passion but wondered how am I going to get there?
      3. I first did freelnancing, and I earned $1000 after an year
      4. But this was nowhere enough to get where I wanted.
      5. So I picked up only $1000 and left to Vancouver from Calgary
      6. I worked at Superstore and used my time with Udacity to self-train myself into this position
      7. When I felt down, I went to rose garden at UBC to tell myself all is well
      8. After 2 years, I got a job at SiteMax Systems thanks to my wonderful CEO, James Faulkner
   2. Story about practicing Algorithm at SiteMax
      1. I was at SiteMax Systems, and I was dealing with nervousness
      2. I often brought work to home and stayed late, but this resulted in me getting burned out.
      3. I let my team down
      4. I had to deal with this problem
      5. I practiced algorithm problems
      6. I got 0 initially (really).
      7. But I practiced and reviewed, and got 5/5 eventually
      8. Not only that, I taught peers over the video
      9. This helped me to become more relaxed at SiteMax, knowing that the problem I am dealing is something that takes time.
      10. I used this skillsets to train 4 developers at my company
5. **Where Do You see Yourself in 5 Years?**
   1. It’s hard for anyone to predict exactly what might happen in 5 years
   2. Some people ask about 10 years, 15 years, even further into the future
   3. **Key:** To know if you’re a good fit, the hiring manager needs to know **where you see yourself headed and how you feel this position is going to help you get there**
      1. Are you likely to stick around and do a great job?
      2. Good if it’s not only helping the company but is advancing you
      3. **Key:** A good hire is motivated hire
   4. You need to speak about
      1. Where you see yourself going
      2. What your vision for your career
      3. How you see this next chapter shaping up
   5. **Key:** The biggest factor here is to stress your interest in **a long-term career at this company**
   6. **Key:** You also need to demonstrate that you are really excited about this job as the next step in your career. Talk about why this makes sense as the next challenge for you to take on
   7. **Mistakes to avoid**
      1. Don’t overthink it
      2. Don’t be too specific
      3. Don’t sound too flakey / Scattered

**Where do you see yourself in 5 years?**

First Practice: <https://app.biginterview.com/s/abab6e1e21>

Second Practice: <https://app.biginterview.com/s/4695c9c218>

Third practice: <https://app.biginterview.com/s/2912783a7f>

My goal right now is to find a position at a company where I can grow and take on new challenges over time. Ultimately, I'd like to assume more management responsibilities and maybe even get involved in product strategy, as well. But most importantly, I want to work for an organization where I can build a career.

* My immediate goal: get to know my peers at Autn0, get my required skills up to speed and take on new challenges
* I want to be able to lead a project of creating and maintaining a scalable full stack application or feature end-to-end with team members with responsibilities including managing my peers, taking leadership, reviewing code and managing team project timeline
* I want to work for an organization where I grow my career as software engineer, and be acknowledged that I am a valuable senior engineer.

1. **Salary Questions**
   1. **Why ask?**
      1. They want to know if they can afford you before **they invest time and resources courting you to come to work for them**
   2. Expect these salary interview questions and **have plans in place to address them before going to interview**
   3. It’s hard for anyone to predict exactly what might happen in 5 years
   4. Some people ask about 10 years, 15 years, even further into the future
   5. **Solution: Avoid early salary questions**
      1. **Key:** Be aware that candidly stating your salary expectations too early in the process can lead to problems
      2. **Problems**
         1. You haven’t sold your self
         2. You might sell yourself short
         3. Too high? Goodbye
         4. Too low? Goodbye

Range: $72,000 to $124,000 year

A picture containing chart

Description automatically generated

**What’s your salary expectation for this job**

First practice: <https://app.biginterview.com/s/b46f67abda>

Second Practice: <https://app.biginterview.com/s/7fb27a59c7>

Third Practice: <https://app.biginterview.com/s/0104ed5721>

I'm more interested in finding a position that's a good fit for my skills and interests, I'm confident that you're offering a salary that's competitive in the market.

If pressed further

well, according to my research and past experience, my understanding is that 75K to 90K per year is typical based on the role and requirements.

Or another example

Since this position is not exactly the same as my current job, I think it makes more sense to talk about a fair salary based on the responsibilities and requirements for this job. I'm very excited about the position.

1. **Questions**
   1. What qualities do you think are most important for someone to excel in this position
      1. The act of asking this questions shows that you are someone who is driven to excel. You want to know what it takes to succeed in this position
   2. What are the most important priorities for the company / department / team right now?
   3. What do you personally like most about working for this company?

**Do you have any questions?**

First practice: <https://app.biginterview.com/s/9b560712ba>