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. You should truly examine job description
   4. Close examination will tell you a lot of questions you will get
   5. Analyzing job competencies
      1. STEP 1: Identify competencies
      2. STEP 2: identify themes
      3. STEP 3: identify your selling points
      4. STEP 4: identify gaps or issues
      5. STEP 5: Anticipate questions

Step 1: Identify components

1. If you don’t have direct experience, be ready to talk about the similar case
2. Look for the phrase ‘Lead, key day-to-day, contact, manage’ 🡪 communication is important
3. **Key: the most important thing in each section are going to be listed first**
4. **Key:** is you being prepared to talk about if you are the fit