Brief Pitch:

Questions

1)TELL ME ABOUT YOUR BEST COLLABORATION EXPERIENCE

Why it’s effective: It’s hard to think of a single profession where collaboration isn’t an important skill. In any company, the ability to work well with others is a must. What is the candidate’s collaboration style? Do they really appreciate the benefits and value of collaboration? How will they collaborate with others in the future? This can be important in thinking about which team to place the candidate on, and also considering if they’ll be a good fit for the company culture in general.

DURING MY TIME AS A PROYECT LEADER AT CITY EXPRESS I WAS REPSONSIBLE FOR LEADING A TEAM TO BUILD A CHANNEL MANAGER FROM THE GROUND UP (A CHANNEL MANAGER HELP HOTELS TO PUBLISH THEIR INVENTORY, RATES AND RESTRICTIONS ON THE OTA’S ON REAL TIME). BY THE TIME I WAS ASSIGNED THIS PROYECT I WAS STARTING MY CAREER AS A SOFTWARE ENGINEER SO I KNEW I NEEDED MY TEAM EXPERTIECE TO FINISH THIS PROYECT SUCCESSFULLY.

THE FIRST THING I DID AS A THE LEADER OF THIS PROYECT WAS TO SCHEDULE MEETINGS WITH MY TEAM (AND SOME PEERS WHICH I KNEW THEY COULD GIVE VALUABLE IDEAS TO MY PROYECT. AFTER OUR BRAINSTORMING SESSIONS I LEADED THE ARCHITECTURE MOCKUP MEETING WHERE WE DEVELOP A PURPOSED ARCHITECTURE TO BUILD THIS PIECE OF SOFTWARE FROM THE GROUND UP. HAVING THIS BLUEPRINT READY I ASSIGNED DIFFERENT RESPONSABILITIES TO EACH PART OF THE TEAM. THAT BEING DONE WE SET A PROYECT ROADMAP AND CREATED A PROYECT PLAN.

THE PROYECT WAS BUILT ABOVE THIS METHODOLOGY (CONTINUOS MEETINGS WITH THE ENTIRE TEAM, DISCUSSING ISSUES AND STRUGGLES AND CREATING AND ENVIRONMENT WHERE EVERY TEAMMATE FELT SECURE TO COMMENT OR GIVE IDEAS THAT COULD HELP ANY OTHER PART OF THE TEAM

AFTER ALL THIS PROYECT WAS SUCCESSFULLY SHIPPED TO PRODUCTION AND ACTUALY IT HAD ONE OF THE QUICKEST ROI’S SEEN ON THE COMPANY.

2) WHAT DO YOU DO TO STAY MOTIVATED?

Why it’s effective: In terms of must-ask behavioral questions, this one might take the cake. In any job, staying motivated is key to avoiding burnout, sticking with the job, and delivering best results. If the candidate’s cause for motivation is likely to be volatile–like the constant hope of a promotion, or the ability to shape big company decisions, it may be cause for pause. In addition, if their source of motivation is tied to your company’s culture and values–like care for the environment, or providing excellent service to customers– it can be a sign they’re a good fit.

MOST OF THE TIME WHAT KEEPS ME MOTIVATED AT MY JOB IS WATCHING THE IMPACT THAT MY JOB CAUSES WITHIN THE COMPANY AND WITH OUR END USERS. REALIZING THAT ALL YOUR EFFORT ACTUALLY HELPS A COMPANY TO IMPROVE ITS INTERNALL PROCESSESS OR INCREASE THE SELLS KPI’S HELPS TO MOTIVATE ME.

ALSO WHAT HELPS TO KEEP ME MOTIVATED IS MY WORKING ENVIRONMENT, I ACTUALLY LIKE TO WORK ON AN OPEN ENVIRONMENT THAT PROMOTES COWORKING. LEARNING FROM PEOPLE AROUND YOU AND HAVING THE CHANCE TO TEACH OTHERS SATISFIES ME.

ALSO KNOWING THAT YOU WORK FOR A COMPANY THAT ACTUALLY THAT TAKES CARE OF ITS EMPLOYEES (GIVING THEM PERKS LIKE HEALTH INSURANCE, DAYS OF BECAUSE OF HEALTH ISSUES, EMPLOYEES EVENTS TO PROMOTE INTEGRATION, HEALTH INSURANCE AND MANAGERS WHO ARE AWARE OF THIER TEAMS NEEDS MOTIVATES ME FOR SURE.

LAST BUT NOT LEAST THINKING ABOUT MY FAMILY AND HOW MY WORK HELPS THEM TO HAVE EVERYTHING THEY NEED IS ONE OF MY STRONGEST MOTIVATIONS AT WORK.

3) HOW DO YOU BUILD RELATIONSHIPS?

Why it’s effective: In the [SHRM’s 2017 survey on job satisfaction](https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/pages/2017-job-satisfaction-and-engagement-doors-of-opportunity-are-open.aspx), 48% of respondents ranked relationships with coworkers as very important, making it one of the most important factors in employee success and engagement. Being able to effectively foster connections with coworkers and managers is a fundamental skill for long-term success in organizations of any size. It’s important to be able to assess the candidate’s ability to cultivate and keep long-term relationships, and questions like this can give valuable insight into that ability.

THERE’S NO WRITTEN COOK RECEIPT THAT TELLS ME WHAT’S THE BEST WAY TO BUILD RELATISONSHIP. WHAT I ISUALLY DO IS APPROACH PEOPLE AND OPEN MY SELF, MAYBE CREATING A CONVERSATION ON GENEARL INTEREST TOPICS, OR MAYBE ON SOME COMMON TOPIC (MAYBE ASKING A TECHNICAL QUESTION OR OFFERING HELP ON SOME STRUGGLE HE OR SHE MIGHT BE FACING. I CONSIDER MYSELF TO BE AN OPEN PERSON, I LOVE WORKING ALONG WITH TEAMS AND LEARNING FROM THEM. I AM PASSIONATE OF MAKING NEW FRIENDS AND TAKING CARE OF THAT RELATIONS MAYBE TAKING A TIME TO CHAT WITH THEM OR ALSO HANGING SOME TIME AFTER WORK WITH THEM.

4) WHAT WOULD YOU DO IF AN INTERVIEWER DIDN’T SHOW UP?

Why it’s effective: The answer to this question can provide a fascinating insight about how your candidate reacts when things go wrong–as, often, they inevitably do. Would the candidate pick up the phone and try to ring the interviewer? Would they walk away? Would they contact other people in the company to try and figure out what happened? This can provide insight into how they handle problems on the job.

FIRST OF ALL IF I KNEW WHO MY INTERVIEWER IS I WOULD TRY TO CONTACT HIM TO SEE IF EVERYTHING IS OK, MAYBE HE IS FACING SOME ISSUES THAT DIDN’T ALLOW HIM TO ATTEND OUR MEETING.

IF I DON’T HAVE MY INTERVIEWER’S CONTACT I WOULD DEFFINTELY LOOK FOR MY RECRIUTER AND LET HIM KNOW THAT I AM AVAILABLE TO RESCHEDULE MY INTERVIEW. I WOULDN’T TAKE THAT PERSONAL, AT THE END OF THE DAY PROBLEMS CAN HAPPEN TO ANYONE.

5) WHAT IS ONE PROJECT YOU’RE PROUD OF?

Why it’s effective: This is one of the main chances during the interview for the candidate to shine. It gives them a chance to promote their work and the role they played in bringing that work to life. It’s also important to listen–how do they promote themselves? Do they give more credit to themselves or others? This question gives a window into both how the candidate works and promotes their work.

THERE ARE MANY PROYECTS I AM PROUD OF, ONE OF THEM WAS THE CREATION OF AN APP FOR OUR CEO WHICH ALLOWED HIM TO HAVE A QUICK GLANCE AT THE DAILY PERFORMANCE OF EACH AND EVERY PROPERTY ON THE CHAIN. IN THIS PROJECT DIFFERENT TEAMS WERE INVOLVED (OUR OPERATIONS TEAMS, UX TEAMS, MARKETING TEAM, API TEAM, AND MOBILE APP DEVELOPMENT TEAM). THE FIRST CHALLENGE THAT I FACED WHILE CREATING THIS APP WAS TO CREATE A NICE FRONT END WITH OUR UX TEAM WHICH ALLOWED THE VISUALIZATION OF ALL THE INFORMATION OUR CEO ASKED ON THIS REQUIREMENT. I TALK WITH THE UX LEAD TEAM AND I LET HIM KNOW THE REQUIREMENT AND PARTICIPATED ACTIVELY ON THE FRONT END MOCKUPS AND DEFINITION. I ALSO WORKED WITH THE OPERATIONS TEAM DEFINING THE KPI’S THAT GAVE MORE INSIGHT OF HOW A PROPERTY WAS PERFORMING. HAVING DEFINED THAT LIST I MAPPED THEM TO ITS SOURCE (A SYSTEM OR APPLICATION THAT COULD GIVE THE INPUTS TO CALCULATE THE DESIRED KPI). HAVING COMPLETED THAT MAPPING I WENT WITH MY API BUILDING TEAM AND TOGETHER WE CREATED THE SPECIFICATIONS OF EVERY RESOURCE INSIDE THE API. I LEAD THE API DESIGN PHASE AND THEN THE TEAM WAS RESPONSIBLE TO BUILD THAT API FOLLOWING THE SPECIFIED DESIGN. LASTLY I COORDINATED THE APPLICATION DEVELOPMENT WIHT OUR APP TEAM. I GAVE THEM THE UX SPECIFICATION, THE API SPECIFICATION, AND LEAD THE PROYECT ROADMAP DEFINITION. I LET THE TEAM KNOW THE CRITICAL DATES ON THE TIMELINE AND THEY COMPROMISE TO MEET THAT DEADLINES. AFTER THE APP WAS BUILT I WENT WITH MY QA TEAM TO TEST THE THE APP AND BE SURE IT COMPLIED WITH CITYEXPRESS REQUIREMENTS. THAT BEING DONE THE APP WAS PUBLISHED AND I DELIVERED IT TO MY CEO. I GAVE HIM A SHORT TOUR ON THE APP AND HE LOVED IT. ACTUALLY THIS APP HELPS OUR CEO TO DAZZLE HIS PARTNERS AND PROSPECTS AND SHOW OFF THE KIND OF TECHNOLOGY HE USES TO OPERATE A 151 + PROPERTY HOTEL CHAIN.

6) WHY DO YOU WANT TO WORK FOR FACEBOOK?

**Why it’s effective:** This question allows the candidate to showcase a number of different attributes. First of all, their answer to this question will inevitably show the depth of research they’ve done on the company. Second of all, their answer should not only be about the company, but about their vision for personal growth within the company. The candidate must show why it’s important for them to work at the company.

ONE OF MY CAREER GOALS IS TO LAND A JOB ON A BIG TECH COMPANY. I WOULD LIKE TO WORK SIDE BY SIDE WITH THE BEST ENGINEERS OF THE WORLD, LEARNING FROM THEIR SKILLS AND BEING ABLE TO TEACH THEM ABOUT THE THINGS I KNOW.

I ALSO WOULD LIKE TO LIVE THE EXPERIENCE OF WORKING ON A TECH BASED COMPANY, LEARN ABOUT WHAT IT MEANS TO MANTAIN A HIGH DISPONIBILITY ENVIRONMENT WHICH SERVES MANY OTHER BUSINESS AND HELP PEOPLE TO BE CONNECTED DAY BY DAY.

I THINK FACEBOOK WOULD BE A GREAT PLACE TO WORK BECAUSE IT’S A COMPANY THAT ACTUALLY TAKES CARE OF ITS EMPLOYEES AND YOU CAN REALIZE ABOUT THIS WHEN YOU SEE ALL THE PERKS THAT FB GIVES TO ITS EMPLOYEES (MEDICAL INSURANCE, VISA SPONSORS, GYM, NUTRITION, ON SITE RESTUARANT ETC). ALSO FACEBOOK EMPLOYEES ARE RARELY ON A CONFORT ZONE, WHENEVER A MANAGER REALICES THAT ONE OF HIS TEAM MEMBERS IS AT HIS CONFORT ZONE, HE ASSIGNES NEW RESPONSABILITIES SO HE CAN GROW AS A PROFESSIONAL AND HELPS HIM OUT OF THIS CONFORT ZONE, I THINK THIS IS A GREAT WAY OF TO CREATE A CONTINUOS LEARNING ENVIRONMENT FOR PROFESSIONALS.

I THINK THAT ALL FACEBOOK EMPLOYEES WORK HAVE AN INMEDIAT AND HIGH VISIBILITY IMPACT ALL AROUND THE WORLD AND I WOULD LOVE TO BE A PART OF IT. FACEBOOK IS A SOCIALLY COMMITTED COMPANY WHICH ONE OF ITS GOALS IS TO CREATE COMMUNITY, AND ITS BASIC PRINCIPLE IS TO CREATE A WORLD THAT IS MORE CONNECTED. I WANT TO BE A PART OF THE TEAM THAT ALLOWS FAMILIES AND LOVED ONES THAT FOR SOME REASONS HAVE TO LIVE FAR AWAY ONE FROM THE OTHER TO FEEL CLOSE BY THE USE OF TECHNOLOGY. I ACTUALLY AM PART OF THIS SCENARIO, HAVING A BROTHER LIVING AT SEATTLE AND I LIVING AT MEXICO, I THINK FACEBOOK IS A WONDERFUL WAY TO SHARE REMOTE EXPERIENCES AND MANTAIN THAT SENSE OF CLOSENESS WE HAD TIME BEFORE HE HAD TO LEAVE.

SO IN RESUME: WHY DO I WANT TO WORK FOR FACEBOOK:

* I WANT TO CREATE IMPACT ON THE WORLD
* I WAN’T TO HELP TO BUILD A MORE CONNECTED WORLD
* I WAN’T TO BE PART OF A COMPANY THAT TAKES CARE OF PEOPLE AND THEIR NEEDS (AQUILA’S PROYECT IS WONDERFUL)
* I WAN’T TO BE PART OF ONE OF THE MOST QUALIFIED ENGINEERS TEAM IN THE WORLD
* I WAN’T TO LEARN AND BE A BETTER PROFESSIONAL EACH DAY OF MY LIFE.

7) WHAT IS THE BIGGEST COMPLIMENT YOU HAVE RECEIVED IN YOUR CURRENT ROLE?

Why it’s effective: This is a much better twist to the questions “what is your greatest strength?” This grounds the candidate’s self-assessment in the real-world context of not only how well they performed in their current role, but what attracted other people to notice and compliment. It is likely that what the candidate was appreciated for in their current role will similarly be an asset in their new role.

THE BIGGEST COMPLIMENT RECIEVED AT MY CURRENT JOB WAS ACTUALY FROM MY MANAGER WHICH TOLD ME HE WAS SO PROUD OF SEEING HOW I SHOWED THE PEOPLE WITHIN THE COMPANY THE LOVE AND PASSION I HAVE FOR MY WORK. HE MENTIONED THAT I AM 100 % COMMITED WITH MY JOB AND WITH THE COMPANY Y WORK FOR, I TAKE CARE OF THE DETAILS OF MY PROJECTS AND THAT I LOVE TO BUILD AND WORK WITH STRONG AND ORCHESTRATED TEAMS. HE ALSO TOLD ME THAT ONE OF MY GREATEST SKILLS IS TO KNOW HOW TO LEAD A TEAM BUT ALSO KNOWING HOW TO SOLVE THINGS ACTUALLY BY GETTING MY “HANDS DIRTY”.

8) WHAT WOULD BE YOUR BIGGEST CHALLENGE COMING INTO THIS ROLE?

**Why it’s effective:** This is a far better alternative than the over-used “what is your greatest weakness?” Instead of a question about personal weaknesses that will likely provide an inauthentic answer, this question takes the question outside of what personal challenges the candidate may have, and puts challenges into the context of the role they are seeking to fill. This allows the candidate to think more broadly, and thus speak more freely, once they are freed to identify problems outside of themselves, rather than within themselves.

I THINK THAT MY BIGGEST CHALLENGTE COMING INTO THIS ROLE WILL BE LEARNING HOW DOES A BIG TECH COMPANY WORKS. I’LL NEVER BEEN WORKING AT A BIG BIG COMPANY BASED ON TECHNOLOGY SO I THINK I SHOULD PUT SPECIAL ATENTION ON MY FIRST DAYS, LEARN EVERYTHING I CAN BY WATCHING OTHERS MAKE THEIR JOB AND ASK FOR COACH IF ITS NEEDED. I ALSO THINK THAT SOMETIMES I FOCUS MORE ON THE SMALL DETAILS OF THE PROJECTS AND LOOSE TRACK OF THE WHOLE ENTIRE PICTURE. THIS ACTUALLY CAN GET ME IN TROUBLES BECAUSE I CAN EASILY LOOSE TRACK ON PROJECTS GETTING SOME SETBACKS ON THEM. WHAT I DO TO MITIGATE THIS IS TO CONTINUOSLY STUDY WHERE AM I STANDING AT THE PROJECT AND RAISE MY HAND TO MY MANAGER IF SOMETHING IS ABOUT TO BE OUT OF CONTROL SO ITS NOT TOO LATE WHEN HE TAKES INTO ACCOUNT THAT SOMETHING IS HAPPENING.

9) TELL ME ABOUT A TIME THAT YOU HAD A DISAGREEMENT WITH YOUR MANAGER

Why it’s effective: Just as there is a wide array of managerial styles, there is similarly a way of responding to different managerial styles. Some employees may jump to complete every task a manager mentions, while others may be more likely to challenge their manager and suggest areas for improvement. This question can shed light on how the candidate will interact with their manager and resolve difficulties with them. When seeking to match a candidate with a certain manager or team, this is an invaluable question to determine their fit.

THERE WAS THIS TIME WHEN WE WERE SHORT OF TIME AND WE NEEDED TO SHIP AN IOS APP TO PRODUCTION WHICH WILL ENABLE OUR GUESTS TO OPEN THEIR ROOM DOORS. INITIALY I TALK ABOUT THE TIME ISSUE WITH MY MANAGER AND I TOLD HIM THAT WE WOULD DO EVERYTHIN THAT WAS ON OUR HANDS TO SHIP THIS PRODUCT ON TIME (WHICH BY THE WAY WAS ANNOUNCED TO BE SHOWN ON OUR FRANCHESEES ANNUAL MEETING). ONE WEEK BEFORE THIS MEETING WE WERE MAKING CHANGES ON THE APP (I KNEW WE HAD NO TIME TO SHIP THIS APP ON THE APP STORE) SO I WENT TO MY MANAGER TO DISCUSS THIS ISSUE.

WHAT I WAS TELLING MY MANAGER WEREN’T HAPPY NEWS TO HIM, WE HAD A COMMITMENT TO OUR CEO AND HE BLAME ON ME THIS FAILURE. I WAS DISAPPOINTED ABOUT THIS BECAUSE ACTUALLY BOTH OF US KNEW THAT THIS RISK COULD HAPPEN AND HE WAS OK WITH THAT. HE ALSO NEW ABOUT THE TIMING ISSUE WHEN HE TALKED TO HIS BOSS ABOUT RELEASING THIS APP BY THE MEETING DATE. AS HE WAS MAD I DECIDED TO LEAVE HIS OFFICE ASSUMING RESPONSABILITIES FOR MY PART (YES I COULD DONE THIS BETTER IN MANY WAYS). AFTER MY BOSS CALMED DOWN I WENT INTO HIS OFFICE AND EXPOSED MY POINT OF VIEW. I TOOK RESPONSABILITIES FOR WHAT I MADE BUT I TOLD HIM THAT ALSO WE COULD DECIDED NOT TO RELEASE THIS BY THAT DATE. HE ACCEPTED THAT HE COULD WEIGHTED THAT RISK BETTER AND HE APPOLOGYZED FOR HIS ENERGIC REACTION, AFTER ALL WE ARE A TEAM. HE WAS MORE RELAXED AFTER STUDDING MY PLAN B FOR THE RELAESE (MAKING AN INTERNAL RELEASE AS A BETA LAUNCH FOR OUR FRANCHESEES) AND HAVING A HELP DESK ON SITE TO GIVE USER SUPPORT IN CASE THAT WAS NEEDED. THE PRESENTATION WENT WELL AFTER ALL.

<https://www.fool.com/investing/2018/10/08/where-will-facebook-be-in-10-years.aspx>

10) WHAT ARE FACEBOOK’S CHALLENGES IN THE COMING YEARS?

Why it’s effective: This question shows three things: first, that the candidate has done enough research on the company and the industry to be able to make predictions. Second, they can use that knowledge to tell a convincing story about the future. Third, that the candidate can think on the spot about trends they see both in the company and in the world.

FACEBOOK WILL HAVE A CONTINOUS CHALLENGES ON SECURING ITS USERS PRIVACY. WE HAVE TO UNDERSTAND THAT THE BIGGER THE PLATFORM IS IT , THE MORE EXPOSED IT IS, AND THE PRIVACY ISSUES WILL BE BIGGER AS WELL

SECOND CHALLENGE I CAN THINK RIGHT NOW INCLUDES GENERATIONAL CHANGES. MY GENERATION LOVES FB AS IT IS, WE GREW UP WITH FB AS OUR FAVORITE SOCIAL NETWORK, BUT WE HAVE TO UNDERSTAND THAT GENERATIONS CHANGES, THEIR BEHAVIOR CHANGES, THE WAY THEY CONNNECT AND DISCOVER THE WORLD CHANGES SO FB WILL NEED TO REINVENT LEARNING FROM NEW GENERATION’S NEW BEHAVIOR.

ANOTHER CHALLENGE FACEBOOK WILL FACE IS TO CREATE A MORE SECURE AND ETHICAL COMMUNITY ENVIRONMENT. RIGHT NOW CHILDREN USE FACEBOOK AND THERE ARE MANY THREATS FOR THEM OUT THERE RIGHT NOW SO SOMETHING NEEDS TO BE DONE TO MAKE THIS A MUCH MORE SAFER PLACE.

OF COURSE VR / AR IS ALSO A GREAT CHALLENGE, MANY THINGS AREN’T YET DISCOVERED AND THE INVESTMENT TO BE DONE ON THIS IS HUGE, SO THE ROADMAP FOR THE INVESTIGATION ON THIS AREA SHOULD HAVE STRONG FUNDAMENTALS AND CONCISE RESULTS IN ORTHER TO.

11) WHAT WOULD AN OLD COWORKER SAY ABOUT YOU?

Why it’s effective: This question is a definitive upgrade to the hackneyed “tell me about yourself.” It allows the candidate to speak about themselves more objectively, from the shoes of a hypothetical coworker, rather than feeling the pressure of having to either be humble or boast in a self-assessment.

I THINK THEY WOULD SAY THAT I TAKE MY JOB SERIOUSLY BUT I ALSO LIKE TO CREATE RELAXED WORKING ENVIRONMENTS. I LOVE TO SEE PEOPLE ENJOYING THEIR WORK AS I DO AND I ALSO LOVE PEOPLE HAVING FUN WHILE THEY DO THEIR WORK. I THINK THEY ALSO SAY THAT I LOVE TO UNDERSTAND HOW THINGS WORK AND TO FIX THINGS WHEN THEY ARE BROKEN. I THINK THEY’LL SAY THAT I MAKE MY TEAM GIVE EVERYTHING THAT THEY CAN GIVE WHILE MAKING THEIR JOB.

On your very best day at work, the day you come home and think you have the best job in the world, what did you did that day

I THINK THAT DAY WAS WHEN I SHIPPED TO PRODUCTION THE FIRST APPLICATION I WAS ABLE TO LEAD. HAVING THE CHANCE TO SEE HOW MONTHS OF WORK WERE ABOUT TO BEEING DELIVERED, THE COMPLICATED ARQUITECTURE WE HAD DESIGN WAS ACTUALLY SUPPORTING OUR WHOLE ENTIRE IDEA AND WATCHING THE FIRST TRANSACTIONS COMMING INTO OUR SERVERS, IT WAS LIKE WATCHING A LITTLE BABY COMMING TO BIRTH. THAT DAY I REALIZED THAT I CHOOSE THE RIGHT CAREER, THAT I TRULLY ENJOYED UNDERSTANDING BUSINESS PROBLEMS AND CREATING SOFTWARE TO HELP A COMPANY / OR PEOPLE DO THEIR JOBS EASIER. I ALSO LIKED LEADING MY TEAM AND LEARNING A LOT FROM THEM AND HAVING THE CHANCE TO TAUGHT THEM THE LITTLE THINGS I COULD.