Book: “101 Great Answers to the toughest interview questions”

Q: If you could change 1 thing about your personality, what would it be and why?

A1: Work & Life balance. My wife always said that I worked too hard. Sometime, she told that when I focused on work, she got life, and we are balanced.

Q: Describe your management philosophy.

A: Teach: use yourself as examples.

Credit: give credit freely, recognize team achievement, praise in public, point out weakness in private, consider employees if you are in his/her position.

Distribute/delegate: observe each team member strength & weakness, delegate accordingly.

Q: Best/worst boss.

Best boss: Help you learn and grow, involved in monitoring progress, and generous in giving credit.

Worst boss: give student ½ or ¼ scholarship, and consider the student lucky because he can support 2x student.

Q: Most memorable accomplishment:

A: Congratulations on all people who have collaborated with you.

Q: Biggest failure you have done in your career. What steps to avoid.

A: Learn the importance of building a strong team??

Failure of Microsoft in Video Delivery business?

Q: Tell me about the types of people you have trouble getting along with.

A: I am impatient with slow/poor performers. There was once a student with poor performance, and I expect them to be great performers. So I guess I do have trouble with mediocre and poor workers. I don’t expect to accept poor work. But I am learning to be more patient.

Q: What do you think are our 2/3/5 competitors?

Q: Are you an organized person.

A: Time management, project management, need assessment, delegation.

Q: Do you manage your time well?

A: Rarely miss the deadline. When the circumstances beyond my control interfere, I made up the time lost as quickly as possible.

Q: Do you anticipate problems well or merely react to them.

Q: Are you a risk taker or you prefer to play it safe?

Q: Start career over again, what would you do differently?

A: Won’t change a thing. “Regrests? I have had a few, but all in all, too few to mention.”

“My regret is that I didn’t go in this direction sooner. I started at Microsoft. “

Q: Do you prefer to work by yourself or with others?

Q: How do you get along with your superiors, coworkers, subordinate?

How much time per week do you spend working alone.