

title: **Experiences with modern software engineering interviews**

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Post Text

Does anyone else massively struggle with interviewing? I've gone through a few interviews recently for larger companies (think FAANG), and been rejected after the onsite for all of them. Some post-interview feedback I've received: * Too slow on leetcode style questions * Mixed feedback on behavioral questions - I've been told I went too deep "in the weeds" in some cases, and that I was "too general" in other cases. I've always struggled to move quickly through things, and leetcode style problems are no exception. I think this is an adaptive mechanism that I've used over the years to avoid making silly mistakes (e.g. in school I was always the last to finish quizzes/tests). I also have no clue what to do about the behavioral questions moving forward. To be honest I didn't change my strategy for answering those much between interviews, so I was surprised to get feedback that varied so much. The thing is, I've been largely successful at actual software engineering work. I can generally move through work at a pretty fast pace and I consistently get high marks on performance reviews. In the past I did get some feedback from my manager about going too far into technical details when talking to non-technical stakeholders, but I've worked on that and my manager noted that I've vastly improved in that area. Despite the success I have seen in actual software engineering work, all of the rejections from interviews are destroying my confidence. I would love to be able to spend more time prepping for interviews, since I'm sure I could level up my interviewing skills, but finding the time + energy feels nearly impossible. I'm wondering if anyone has found any strategies to improve their chances of success at interviewing (aside from endlessly grinding leetcode). I also am curious if anyone has been able to get accommodations for their ADHD. Edit: I should add that I'm currently a senior engineer at a medium sized tech company w/ 6 YOE

Comments

Commenter_2

ID: i6bjlis, Upvotes: 2

My strategy is I don't do leetcode-style questions and I believe that behavioral questions are often used as a basis for discrimination so I reject those too.

I demand and expect accommodations for my ADHD and my PTSD.

I'm a software engineer at a large bank for 3 years now and before that in many varied roles both tech and non-tech but mostly tech since my early teens.

OP

ID: i6c9t7n, Upvotes: 2

Yea I think I might need to be more assertive and just stop "jumping through hoops" for companies. I also have a tendency to hide the fact that I have adhd just because I feel like it's generally misunderstood by most people and I fear possible consequences. I guess at some point I just gotta say fuck it and let my work speak for itself.

Commenter_2

ID: i6cgez6, Upvotes: 1

Carry yourself through life with the confidence of a mediocre white man.