**Interview Prep: Behavioral Questions**

**Tell me about yourself…**

Use the below structure and keep it to around 90 secs. It may help to use key words only to help memorize and keep your answers short and to the point.

1. **Current Role [Headline only]**
2. **College**
3. **Post College and Onwards**
4. **Current Role [Details]**
5. **Outside of Work**
6. **Wrap up**

**Interview Preparation Grid**

For each project/accomplishment on your resume (2-3), fill out the grid below to be able to talk about them in detail. You should be able to talk about the technical aspects in detail focusing on projects where you played a central role.

|  |  |  |  |
| --- | --- | --- | --- |
| **Common Questions** | **Project 1** | **Project 2** | **Project 3** |
| Challenges |  |  |  |
| Mistakes/Failures |  |  |  |
| Enjoyed |  |  |  |
| Leadership |  |  |  |
| Conflicts |  |  |  |
| What you’d do differently |  |  |  |
| Technical decisions |  |  |  |
| Choices of Technologies |  |  |  |
| Tradeoffs |  |  |  |

**Structured Answers: N.S.T.A.R.**

* **(N) Nugget:** Shortintro to your answer. Makes it clear what’s next.
* **(S) Situation:** Describe the situation that you needed to accomplish in detail.
* **(T) Task:** What was the goal that you were working towards?
* **(A) Action:** Describe the actions YOU took. Tradeoffs, approach YOU took.
  + Focus on the action. Be detailed and don’t be shy. Shine.
* **(R) Result:** What was the result?
* **Bonus:** What would you do differently?

Use the below story grid to organize. You can optimize the Actions and “What it Says” columns to the company’s Values, Mission statements and/or leadership principles.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Nugget** | **Situation** | **Task** | **Action(s)** | **Result** | **What it Says** |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |

**Types of questions to ask the interviewer**

Have one of each for the interviewer, or more depending on time.

* **Genuine**: direct questions you actually want to know the answer to.
  + What brought you to the company?
  + What is the size of the team?
* **Insightful**: To demonstrate your knowledge or understanding of technology/
  + I noticed you use technology X, how do you deal with problem y?
  + Why did you decide to use X? I know it’s useful for 1 and 2, but it also comes with problem ABC.
* **Passion:** Shows interest in learning and potential for strong contribution.
  + I see you use technology X, I’m not super familiar with it but I know it’s useful for Y. Can you tell me more about how you use it?
  + I love working in modern codebases and I see you use technology X. Have you refactored to use the new feature A to solve problem XY?
* **2K Special (Bonus):** If you could go back to the time in your career where you were (looking for your next role, internship, or in between roles – whatever your current situation is) what is some advice you would give yourself?