

- Scott, I was talking to someone about interviewing last night, and the idea came up that I try to share my experiences, what do you think about this? (the concept, the following slides, etc)
- would it make a worthwhile talk? blog post? something else?

# Kyle's Best Interviewing Tricks and Secrets

My Experiences interviewing and Evaluating Software  
Developers

# Overview

- Why Do we Interview?
- What's the goal?
- What are my 'tricks'?

My #1 Best Trick  
is...

# Don't Interview

:)

Secret #1

What I mean by that

Networking Didn't  
work out?

Ok, lets talk about  
Interviewing then...

What is the goal of  
conducting an  
Interview?



Is it to Say Yes or  
No?

**FALSE!**

**Secret #2**

# Next Goal

(very important)

Sell yourself  
your team  
your company

Secret #3

# My Favorite Questions and Why I ask them

# Probing Skill and Knowledge

- Even if it's outside your area of expertise
- Ask questions, then ask more questions :)
- Keep Drilling - probe the limit of their knowledge
- Get them to teach you enough to know if they are BSing you.

What Books or  
Resources have you  
found influential?

I've never heard of X,  
what is it? Teach me  
something about it.



What do you wish I  
would have asked  
you?

Oh Noes! He  
Wants a Code  
Example!

- Yes, I ask for a code example
- I make it a simple one
- I make the requirements ambiguous
- I have a Secret for making this more valuable...

I Interrupt Them  
Repeatedly While  
They're Doing it!

The value is in the  
discussion that  
ensues, not in the  
example they've  
written.

# I wanted to put something here

- But for now I've forgotten...

# Stories

- The story of REX / King
- Talk about JT and the power of having asked about the esoteric [OCaml] (i.e. identifying something the candidate is passionate about)