

Other Questions from Dan Croitor

Tell me about yourself:

<https://www.youtube.com/watch?v=vMQQg9C2R08>

- What are my strengths
 - Frontend Developer that cares deeply about UX
- How well do I communicate
- Highlights. Keep it quick
- Keep it less than 90 seconds
- Numbers for experience
- Goal Driven

Here is my story: * 8 Year of web dev experience, 5 after graduation * Distance with * IP CRM Web Apps with 1k users
* PestWeb with 50k users

Team / time management (positive & negative)

<https://youtu.be/CQG4Ui0oAmk>

1. Tell me about a time when you were not able to meet a time commitment. What prevented you from meeting it? What was the outcome and what did you learn from it?

Podcasts I think CPB Sale?

2. Describe a long-term project that you managed. How did you keep everything moving along in a timely manner?

Distance Internal Applications

3. Give me an example of a time when you set a goal and were able to meet or achieve it

PrePost, Marathon

Adaptation

<https://youtu.be/ys7fLcH5gpg>

4. Tell me about a time you had to quickly adjust your work priorities to meet changing demands.

Sridevi

	Short	Long
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Situation	SAPUI5 CRM	Creating SAPUI5 Apps for CRM
Task	Product Select	Implementing the selection process for products. Near the end of the project, it was decided that the users should be able to select from a tree instead of a flat dropdown.
Action	Extend Time	This was a change in the requirements, so I asked for an extension of the time and was given it.
Result	Yay for 'Agility'	Got it done. In the context of waterfall, this would have been frustrating and interruptive. However, I am used to changing requirements and believe that they should be welcomed so the user can have the best experience we can give them.

Team / decision

<https://youtu.be/3NExTeMnobU>

5. an example when you had to push back to HQ or challenged a decision

Podcast Page MVC Disagreement

Situation	Creating the podcasts page for pestweb.com
Task	I implemented the code to determine what podcast link was the one to embed. On review, my coworker and I had disagreements on whether this should be done in the model or the controller
Action	After approaching my manager to ask about the best way to approach this, we had a team meeting where we could deliberate on what the correct approach is.
Result	An approach that was different than either of us had discussed was suggested. It satisfied both of our positions of how this should look.

6. Tell me about the toughest decision you've had to make in the past six months

I think this is not a good answer

Moving to Austin

Situation	x
Task	x
Action	x
Result	x

7. Tell me about a decision that you regret.

Not using a framework for Distance internal applications

Situation	At Distance	x
Task	Made internal applications	x
Action	When I doing getting repetative work, I made a library.	x
Result	Should have been frameworks. Did not end up accessible	x

Team / leadership

<https://youtu.be/Tg6BVRTsuic>

8. What did you do when you needed to motivate a group of individuals?

Univar ES International Paper

Distance Band

9. Tell me about a time you stepped up into a leadership role

distance.msstate.edu rebuild

Situation	A distance.msstate.edu redesign was halted due to the fulltime web developer leaving the position.
Task	After a couple of months where it was clear it may take a while to find a replacement, I was asked if I could carry on the project
Action	Owned it
Result	Wrecked it and personally deployed the changes to the site in spring of 2013.

Team / communication & negotiation

<https://youtu.be/UJXkaide9bU>

10. Do you collaborate well?

I take pride in productive conflict, and then turning around with a joke 5 seconds later.

11. Describe a situation when you negotiated with others in your organization to reach agreement.

Podcasts MVC Disagreement

Situation	Creating the podcasts page for pestweb.com
Task	I implemented the code to determine what podcast link was the one to embed. On review, my coworker and I had disagreements on whether this should be done in the model or the controller

Action	After approaching my manager to ask about the best way to approach this, we had a team meeting where we could deliberate on what the correct approach is.
Result	An approach that was different than either of us had discussed was suggested. It satisfied both of our positions of how this should look.

Team / coworkers

<https://youtu.be/ZsxkoZdyEcw>

12. We've all had to work with people that don't like us. How do you deal with someone that doesn't like you?

Take a step back and appreciate what they are good at. Build that up.

Darrell and iOS training

Situation	Doing iOS training week	x
Task	Had the option of	x
Action	x	x
Result	Recognized that he kicked butt to learn something new	x

13. We all make mistakes we wish we could take back. Tell me about a time you wish you'd handled a situation differently with a colleague.

Tracey's app demo after my failure

	Short	Long
Situation	Boss tried to demo my app	x
Task	Had to fix some bugs	x
Action	x	x
Result	x	x

14. The last time you had to apologize to someone

Jon? Feeling frustrated at unneeded panic mode

Team / conflict

<https://youtu.be/Zz8iQ852YMs>

15. Give me an example of a time you faced a conflict while working on a team. How did you handle that?

Gai Music

	Short	Long
Situation	Pro Music	x
Task	Making music to project a message, but the lyrics were anti-gay	x
Action	Personal artifacts over change in sound	x
Result	Cleanest Ab's above the staff I've ever played.	x

Pestweb MVC disagreement

Situation	x	Creating the podcasts page for pestweb.com
Task	x	I implemented the code to determine what podcast link was the one to embed. On review, my coworker and I had disagreements on whether this should be done in the model or the controller
Action	x	After approaching my manager to ask about the best way to approach this, we had a team meeting where we could deliberate on what the correct approach is.
Result	x	An approach that was different than either of us had discussed was suggested. It satisfied both of our positions of how this should look.

16. Tell me about a time when you received negative feedback from your manager. How did you respond?

Bobby knocking me on attention to detail

Problem solving

<https://youtu.be/2XxCUain1IU>

17. Tell me about a time when you missed an obvious solution to a problem

No framework for php apps at distance

18. A time when you faced a problem that had multiple possible solutions

Choosing my replacement at Distance

IP Document Database

19. Tell me about a time when you came up with a new approach to a problem.

LADI Automatic Documents PrePost

20. Describe a time when you anticipated potential problems and developed preventive measures.

Podcasts: Potentially confusion UI MicroSD Card:

Starting at Univar with lack of documentation (May be a bad time for this one)

21. Describe a situation in which you found a creative way to overcome an obstacle.

Podcasts: Potentially confusion UI

Strategy / data

<https://youtu.be/oRGKHTiM29E>

22. How have you leveraged data to develop a strategy?

NYI, Opportunities/Leads user behaviors by session

23. a time when you were 75% through a project, & you had to pivot strategy

Probably somewhere in sapui5 applications with products Sridevi

24. Tell me about a time when you had to choose between technologies for a project

Casper (End on a positive note)

25. Tell me about a time you had to deal with ambiguity

IP Launchpad Application Starting at Univar with lack of documentation

Innovation

<https://youtu.be/774ovkE2y5I>

26. What's the most innovative new idea that you have implemented?

Ownership principle <https://youtu.be/Rn3EjvukTkl>

PrePost LADI Garage door (not professional)

27. Describe a time when you sacrificed short term goals for long term success

Situation	IP Launchpad App
Task	Recustomize on every update
Action	Decided to automate this process
Result	Went from a custom script to discovering task managers like grunt/gulp. Snowballed into being able to easily add other important steps like building and publishing

28. Provide an example of when you personally demonstrate ownership.

(I had ownership, but how did I use it)

Distance Rewrite

Situation	A distance.msstate.edu redesign was halted due to the fulltime web developer leaving the position.
Task	After a couple of months where it was clear it may take a while to find a replacement, I was asked if I could carry on the project
Action	As I was doing the fulltime web developer job, I pretended I was my old manager who had pegged me on attention to detail.
Result	Wrecked it and personally deployed the changes to the site in spring of 2013. Stayed for about three years.

Pestweb style changes

Situation	Poor user experience for pestweb.com. Boss wasn't interested in fixing them because we were due to scrap the site within 12-18 months.
Task	x
Action	Started up a pipeline of improvements to
Result	x

Strength / weakness

<https://youtu.be/q8fK73QjmbA>

29. What's your greatest strength

Being able to be on the same team with people who aren't "On the same frequency"

30. Biggest weakness

Starting work

Clients

<https://youtu.be/OFEUzyB12rE>

31. We all deal with difficult customers from time to time. Tell me about a challenging client-facing situation and how you handled it.

Sridevi

32. How do you show customer obsession?

Pestweb Frontend/style changes, even though we know it's close to EOL

Failure

<https://youtu.be/eaUUeFoB9CQ>

33. Tell me about a time you recovered from a difficult situation

Waerhouser overnighter

Gai Music

	Short	Long
Situation	Pro Music	x
Task	Making music to project a message, but the lyrics were anti-gay	x
Action	Personal artifacts over change in sound	x
Result	Cleanest Ab's above the staff I've ever played.	x

34. Tell me about a time you failed and what you learned from it

Casper (End on a positive note)

35. Why Amazon

https://youtu.be/H_KGM0i9jkA

Customer focused, lots of "butt kicking"

My Turn

Hiring Manage

Here is my situation.... Is there any chance I can get an office spot? Workload... Periodic or sporiladic? Do you switch up your toolbelt? Why is this team remote?

Presgestion How large is the team? Whete is the team What do tou di to developpe a team culture with remote employees What is the spread of experience

Teammates

Workload... Periodic or sporiladic? What times are "working hours? Do you switch up your toolbelt

Bar Raiser