

Daniel French

Top Ten Interview Questions and Answers

1. Tell Me about Yourself (30 to 45 sec)

I've taken some DISC assessments over the years and always scored high as a Conscientiousness personality type. I've come to find that many of the strengths and challenges associated with that personality type do describe me, and one of the career paths that seems to be best suited for that type is software development. I love to learn and solve problems. I love to organize information. I know this is a career path where I can continue to learn and grow professionally.

2. What are your Strengths?

My work ethic and reliability have always been very apparent to previous employers as well as my family and friends. I'm very detail oriented and I strive for accuracy in anything that I do.

3. What are your biggest Weaknesses?

It has been pointed out to me that one of my biggest challenges is showing empathy. I'm able to internally put myself in someone else's shoes, but I'm working on actively showing that I can understand how they feel. Also, I have been uncomfortable with criticism in the past, but I'm learning to see it as an opportunity for growth. Connecting with people in general is something that I plan to continue working on.

4. Why do you want to work here?

I've always been interested in working here. I interviewed here about 13 years ago for a customer support position. I really like the business model and how you focus on a niche product, complete software solutions for auto dealerships. You have a culture of encouraging your employees to adopt healthy lifestyle choices. I also understand that you frequently promote from within the company.

5. Why did you leave your last job?

I left so I could fully focus on becoming a software developer.

6. What is your Biggest Accomplishment?

Obtaining my Bachelor's degree and graduating with honors is probably my biggest accomplishment. I was the first person in my family to go to college, so it felt great to complete that goal!

7. Describe a difficult problem you were faced with and what did you do to overcome it?

At FedEx Express I was put on the First Overnight team. First Overnight packages represent the highest revenue source for the company, and they are delivered before any other packages. We started our duties before management was available. Many members of the team would arrive late to the airport, citing that they had no way of knowing when the pilot would arrive. My first course of action was to download the FlightAware app. Once I knew the incoming flight's number, I could see when he left and his estimated time of arrival. I also coordinated with the pilot so he would let me know ahead of time if the flight may be cancelled or late. Another issue was late F.O. deliveries. Each courier was used to delivering packages in their specified area no matter how many were in each area. I began printing the

manifest of First Overnight packages for our station. I would take a few minutes each morning to analyze the best way to divide the stops among the available drivers to ensure on time deliveries. My suggestions were received well by the team, and to my knowledge, we never had late F.O. deliveries when the plane was on time.

8. Where do you see yourself five years from now?

I plan to be a developer that has a complete understanding of the products I'm contributing to, the environment I'm working in, and your company as a whole. I would eventually like to become a senior developer here.

9. Why Should we hire you?

You need a proficient C# developer that understands your business model, that can catch on quickly and produce results for you in a short amount of time. I believe I am that person!

10. Do you have any questions for me?

I read about (for example) your new partnership with Draiver to allow service departments to request Uber rides for customers. How will that impact this position?

What does a successful first year for a developer look like here?

What are the next steps in the hiring process?

What is the most impressive thing a person in this role has accomplished here?