# Interviews as a Conversation

## Behavioral Interview Preparation
- Dress code:
    - Always dress a notch up.
    - Overdressed is better than underdressed.
    - At the same time, wearing a suit and tie to interview at a startup where everyone is wearing shorts and flip-flops may give off a stiff impression.
    - Consider the company's reputation; if you wear a nice pair of jeans, a belt, nice shoes, a tucked in dress shirt, or a nice shirt and blazer, you won't look out of place but you will look nice.
    - You want your attire to tell the company that the interview means a lot to you and you are taking it seriously.
- Confirm your interview time and the address one day prior.
- Show up for your interview 15 minutes early.
- If you are nervous, it's not out of bounds to admit it to the interviewers! Don't mention it repeatedly, and don't let that excuse being unprepared, but know that the people interviewing you will probably appreciate your transparency and do their best to help you feel comfortable while still testing your expertise.
- Give a solid handshake – limp sends a poor message, too long or strong can seem like you're up for a power struggle. Make eye contact while shaking hands.
- Ask for business cards from anyone that interviews you. If they don't have cards, write down their names. When you get back from the interview, send thank you notes to each person who interviewed you. If you don't have emails for everyone, send a more general message to someone whose address you do have and ask them to forward it to the others.

## Technical Interview Preparation
- Read every word on every page of the company's website
- Read every post on the company's blog
- Read every post on the company's engineering blog
- Find company on GitHub and study their code.
- Do a tutorial for each technology the night before to make sure you are sharp for your interview.
- If the company is using technologies you're not experienced with then start a project a before you interview.
    - This gives you a way to start familiarizing yourself with it and also gives you something to reference when they ask you about that technology.
    - "I haven't worked with technology A much, but after researching your stack I noticed you use it a lot so I started a project. It's actually really cool, I like how technology A offers you the ability to do X, Y, Z."

- Advice from a DBC Chicago teacher who at Groupon:
  - "If you get stuck on a coding problem, like pairing, whiteboarding, etc., redo the problem when you get home and send the solution. When I worked at Groupon, a few folks choked on whiteboard or pairing problems. Following their interviews they figured out how to solve the problems so they went ahead and redid them, wrote out solutions, and sent them back. This went a long way."

## Type up and practice speaking aloud your answers to these questions before you interview with a company:

- What are the top three technologies they seem to use most?
- What purpose are those technologies serving the company?
- What is/are the founder(s)' stories?
- How do they make money?
- Who is their competition?
- What problem are they solving?
- How many products does the company have?
- What is the state of the industry the company is a part of?

## Questions You Can Ask Your Interviewer…When (S)he Inevitably Asks,
*"Do You Have Any Questions For Me?"*

- Why and how does this role matter to the growth of the company?
- What does my day-to-day team look like – how many people, how is the office environment set up?
- What is your role – and the company's – ultimate goal?
- How do you – and the company – measure success?
- What would you expect from me in this position within six months? Within a year?
- Based on this conversation, do you have any reservations in hiring me? Anything that I could build upon or improve?
- What have past employees in this role listed as their greatest challenges and most enjoyable parts of working here? (c/o Neil Lambert in SF)
- When can I expect to hear back from you? (c/o Neil & Han Kim in SF)
- In the next year, what is the biggest challenge that this team is attempting to overcome? (c/o Neil)
- Do you do TDD, agile, pair programming? (c/o Neil)
- Could you walk me through what my day would look like in your office? (c/o Han)
- Among the employees that have been in this position, what traits made them successful and not successful? (c/o Han)
- What is the most rewarding feeling for you as a part of this company? (c/o Han)