

# Personal Information

SSN: 547-97-0002

DOB: 26.06.1987

Country: US

State: California

City: Clovis

Address: 1099 Sylmar Ave 275

ZIP: 93612

Email: [hayashijerramy@gmail.com](mailto:hayashijerramy@gmail.com)

<https://www.linkedin.com/in/jerramy-h-dev>

## Resume (Jerramy Hayashi)

Clovis, CA | +1 (540) 751-8691 | [hayashijerramy@gmail.com](mailto:hayashijerramy@gmail.com)

### React, Node Engineer

Demonstrated history of excellence throughout multiple positions with several companies with a focus on Full Stack Development and Engineering.

- Full stack developer with 10+ years of experience designing, building, and implementing web and mobile applications
- Innovative problem-solver, designer, and coder with excellent time and task management skills.
- Well-versed in Scrum team participation, remote work communication and project management tools.

### Technical scope

- Frontend Development: React/Next.js, Vue.js/Nuxt.js, JavaScript, TypeScript
- Backend Development: Node.js/Express.js
- Mobile Development: React-Native
- Desktop App Development: React-Electron

### Education

The University of Tokyo (April 2005 ~ March 2009)

Faculty of Science

Department of Information Science

Bachelor of Science / March 2009

7 Chome-3-1 Hongo, Bunkyo City, Tokyo 113-8654, Japan

Mukogaoka High School (2002 - 2005)

1 Chome-11-18 Mukogaoka, Bunkyo City, Tokyo, Japan

## Experience

### **Awawatz / Jan 2022 – Jan 2023**

Senior Full Stack Developer(Full-time)

Addison, Texas, USA

14681 Midway Rd, Addison, TX 75001

Develop rich front-end interfaces for online applications and websites for large clients in industries including medical, insurance, and technology.

- Intuitive, feedback driven feature implementation in React, Vue/Redux, Vuex/Typescript
- Built out React/Vue.js SPA to leverage its declarative style, facilitate a modular, component-based design pattern, manage state locally, minimize re-renders, and accelerate front end development process through reusability of components
- Implemented Redux to manage a large state, leverage predictable state updates through use of dispatchers and reducers, and avoid unnecessary prop drilling to improve maintainability and scalability of front-end codebase
- Implemented React Native by leveraging its “out-of-the-box” compiler to architect a responsive, scalable, and cross-platform mobile application
- Built out PWA(Progressive Web App) for B2C portal of Consumer eStore.

### **About Awawatz**

Awawatz is.

### **Location**

Full Address: 14681 Midway Rd, Addison, TX 75001

Addison, Texas, USA

AvaWatz is the next-generation AI decision intelligence company, specializing in Computer Vision and Autonomous Robotic Teaming solutions using Machine Learning and Physics-based

algorithmic technologies. AvaWatz platform drives adaptive autonomous robotic systems built around a Sensing-Deciding-Acting paradigm. AvaWatz provides End-to-End private / hybrid Cloud-based SaaS and real-time AI solutions to commercial and Government customers.

AvaWatz is a team of domain experts, data scientists, software and hardware engineers, and sales and marketing members. Together, we have many decades of practical industry experience at the crossroads of artificial intelligence, robotics, machine reasoning, knowledge engineering, and network science for applications in flightline operations, surveillance, transit assets. We are continually seeking opportunities to apply our collective knowledge, experience, and imagination to bring best-in-class product solutions for the US and Global markets.

## **URL**

<https://avawatz.com>

## **Team**

Founder: Rajini Anachi

Scrum master: Rishabh

Product manager: **John McKendry**

2 frontend developers: Me and **Viki** (229 796 1021)

2 backend developers: SrikeShram ([sriakeshram05@gmail.com](mailto:sriakeshram05@gmail.com)) and

**Sachin Sarkar** ([sachin.it.ds@gmail.com](mailto:sachin.it.ds@gmail.com))

Built the UML for whole project and folder structure both in React frontend and node backend.

Build the APIS for node backend and flask python services.

Add the socket between react and flask side.

I was responsible for handling the camera and multi video.

- Intuitive, feedback driven feature implementation in React/Next/Typescript, Node/Typescript, MongoDB.
- Built out Next.js SPA to leverage its declarative style, facilitate a modular, component-based design pattern, manage state locally, minimize re-renders, and accelerate front end development process through reusability of components.
- Implemented Redux-toolkit to manage a large state, leverage predictable state updates through use of dispatchers and reducers, and avoid unnecessary prop drilling to improve maintainability and scalability of front-end codebase
- Used the Redis for handling session. Use MongoDB for database.
- Built the flask APIs.

## **-Trust App.**

This app is a trust app that lets users can detect the target using cameras and or in the video

User can select the multiple targets that he want to track and receive real-time image and real-time message about the tracker situation. Even though you is outside, he can receive the message using the email, sms.

It uses the high tech ML technique.

I used the Next/Node/Mongodb.

Use trello and lucid chart to see the workflow.

## **Centreville Tech LLC / Jan 2019 ~ Jan 2022**

Senior Software Engineer (Full-time)

Centreville, Alabama, USA

38 Court Square West, Centreville, AL 35042

Develop rich front-end interfaces for online applications and websites for large clients in industries including medical, insurance, and technology.

- Intuitive, feedback driven feature implementation in React, Vue/Redux, Vuex/Typescript
- Built out React/Vue.js SPA to leverage its declarative style, facilitate a modular, component-based design pattern, manage state locally, minimize re-renders, and accelerate front end development process through reusability of components
- Implemented Redux to manage a large state, leverage predictable state updates through use of dispatchers and reducers, and avoid unnecessary prop drilling to improve maintainability and scalability of front-end codebase
- Implemented React Native by leveraging its “out-of-the-box” compiler to architect a responsive, scalable, and cross-platform mobile application
- Built out PWA(Progressive Web App) for B2C portal of Consumer eStore.

## **About Centreville Tech LLC**

Centreville Tech is a consultancy specializing in the design and development of web/mobile apps and custom software.

### **Location**

38 Court Square West, Centreville, AL 35042

### **URL**

<https://centrevilletech.com/about-us/>

## **Team**

Founder: Josh Lambert

Scrum master: Vlad Tsyganov

QA: Hilary Barreto

2 frontend developers: Me and **Jacob Lee** (229 796 1021)

2 backend developers: Andrei Zobnin and **Bryan Liu** (972 591 8647)

### **- ClerkedApp.**

This app is a healthcare app that lets doctors and patients can schedule the meeting, as well as doctors can take care of the patients with detailed information such as temperature, heart rate, etc.

It also has a chat system which allows doctors and patients could have conversation with text/voice/video chat via DM or Group Chat.

It is developed by React.js for frontend and Node.js for its backend. We used React Native for Android/iOS platforms.

This project is written by Typescript and used Redux and Redux Saga for its state management and built components using React Hooks.

We implemented chat system using Socket.io and used Apollo GraphQL to build Backend APIs.

We used AWS EC2 and S3 to build its infrastructure.

Our team consists of 2 front-end developer and 2 back-end developers

I was the one in the role for the whole front-end and I did complete this app from scratch to the end of the deployment.

That's what I am proud of myself with this project and would like to share more in details if you want to know about specific details.

## **True Prodigy Tech Solution / Jan 2015 ~ Dec 2015 (Contract), Jan 2016 ~ Nov 2018 (Full-time)**

Senior Software Engineer (Contract, Full-time)

Chicago, Illinois, USA

- Quickly learned new skills including React.js/React Native/Typescript and applied them to daily tasks, improving efficiency and productivity.
- Made an architecture design by using Redux and Redux-Saga for state management
- Delivered user-friendly interfaces (responsive and pixel-perfect pages) to the end users

- Developed statically typed routing API for React frontend
- Directed conversion of React application to TypeScript
- Implemented React Hooks to accelerate front end rebuild by reducing code while maintaining backwards compatibility
- Wrote readable and bug free code by using Typescript which improved the project performance.
- Used various testing frameworks including JEST, Mocha, Cypress to build more stable project

## **About True Prodigy Tech Solution**

Develop a suite of elite software applications that will become the model for property appraisal standards in our industry; first in Texas, then the across our nation, then the world.

### **Location**

5900 South Lake Forest Dr., McKinney, Texas, United State

### **URL**

<https://trueprodigy.com/>

### **Team**

This company has 10 members in development team.

There were 2 developers in frontend position, Sebastian Lohr and me.

When I was working as Senior Frontend developer in True Prodigy Tech Solutions Company, we were going to build the model of property appraisal standards products.

Our aim was to create elite software applications for the mass appraisal and management of property by leveraging cloud-computing technology, by harnessing our domain expertise, and by further nurturing our relationships with clients.

In this project, we built this system from the ground-up using seven differentiating technologies including cloud-computing web app with Open API, BPM and Workflow Enabled API, Data Visualizations for Dashboard Concepts, Mobile Desktop Ready, Machine Learning and API Algorithms, Integration with other cloud-computing apps and On-demand scalability and high availability technologies.

We used React.js for frontend and Node.js for its backend. And used React Native for Android/iOS platforms.

As a frontend developer, I used React Hooks and Redux/Redux Saga to build UIs.

Building this system, we used Apollo GraphQL for backend APIs because it has complex data structure and we need many API methods.

At first, we started to develop RESTful APIs for our Backend, but it was the nerviest problem for backend developers and frontend developers because it has so many API methods and complex relations between them.

So, I suggested to use Apollo GraphQL to solve this problem, and we refactored our backend and frontend part.

After this, we could reduce backend developer's effort and they could focus on business logic.

And also, we, frontend developers, could simplify our frontend code and we could increase development speed further more.

Solving this problem, I realized that choosing tech stacks before development is the most important problem making stable and reliable product and accelerate dev speed most.

## **One Brick Tech / Jan 2012 ~ Dec 2014**

Software Engineer (Full-time)

Huntersville, North Carolina, USA

- Coded websites using HTML, CSS, JavaScript, jQuery and PHP languages.
- Used Web services (SOAP and RESTful) for transmission of large blocks of XML and JSON.
- Used OOP concepts to develop UI components that could be reused across the Web Application.
- Adhered to SEO best practices while designing sites and public-facing online deliverables.
- Built and maintained network infrastructure consisting of Windows, Linux and virtual products.
- Implemented stable React components and stand-alone functions to be added to any future pages.

### **About One Brick Tech**

This company is a consultancy offers Web design, Web/Mobile development and web hosting services.

The company aims to be a leader in web and mobile application development by creating award-winning websites and mobile apps using latest technologies and excellent relationships with its clients. The company's philosophy is to help its clients become more successful in their business by creating the most appealing computer applications that will improve overall efficiency and get them bigger market share.

### **Location**

9820 Northcross Center Ct, Huntersville, NC 28078

### **URL**

<https://www.onebricktech.com/>

### **Team**

This company has 8 members in development team. (Vish Jaju)

In this company, we built many eCommerce webs and mobile apps using WordPress and Java.

Here, I was responsible at WordPress Theme/Plugin development and Server Administration.

- FONDA(<https://fondarestaurant.com/>)

This project is built by WordPress and is kind of Food Delivery Website.

## **Sompo Holdings, Inc. / Oct 2009 ~ Sep 2011**

Junior Software Engineer (Contract)

Tokyo, JP

Develop frontend/backend coding for client websites using HTML5, CSS3, jQuery and PHP.  
Responsive design/development using media queries. Cross-browser and legacy Internet Explorer support.

- Produced content pages with CSS3 layout and style markup presentations and also used JS methods and properties.
- Extensive experience using Bootstrap for layout.
- Built pixel-perfect and responsive pages from the designs.
- Updated the website from time to time for special Requirements.
- Wrote the effective JavaScript codes to improve performance.

## **Skills**

JavaScript, TypeScript, Node, React, React Native, Redux, Web3.js, HTML5/CSS3, AWS, Jenkins, Firebase, GraphQL, MongoDB, PWA(Progressive Web App), Unit Testing, Docker, PostgreSQL

## **Past Experiences**

Mailerrize.com (React + Django)

Thingsboard.io (Angular + Node + Java Spring Boot)



# Introduction

Let me introduce myself.

You know, my name is **Andy** and I am based in **California, US**.

As a Senior Front-end developer, I have a demonstrated history of excellence throughout multiple positions with several companies with a focus on Frontend development and Engineering.

Mostly I focused on JavaScript and JavaScript-based libraries and frameworks including React.js/React Native, Next.js, Vue.js, Typescript, Electron.js, etc.

Also, I have deep background knowledge and experience in backend part, including Node.js.

I have over 3 years of experience as a **Senior Frontend developer** with **Centreville Tech LLC**.

In this period, I've contributed to over a dozen projects and assisted with managing some projects for firm's long-time clients.

The biggest projects that I contributed in this company were **ClerkedApp** and **Hopprfy**.

The **ClerkedApp** is kind of a healthcare app that lets doctors and patients can schedule the meeting, as well as doctors can take care of the patients with detailed information such as blood pressure, temperature, heart rate, etc.

Patients log their health measure data manually or automatically using Bluetooth devices.

Tracking patient-generated health data, it makes accurate analytic and statistic report for patients and doctors.

It also gives health education and self-care tips and reminders for patients.

And support patients in their recovery from illness or injuries with follow-up care plans.

It also has a chat system which allows doctors and patients could have conversation with text/voice/video chat via DM or Group Chat.

It is developed by React.js for frontend and Node.js for its backend. We used React Native for Android/iOS platforms.

This project is written by Typescript and used Redux and Redux Saga for its state management and built components using React Hooks.

Working on this project, we improved web and mobile app performance using various methods.

We used Socket.io for chat system and used FCM Push notifications.

And also, I contributed to **Hopprfy** project.

**Hopprfy** is the world fee-neutral marketplace and delivery system which eliminate the problems prevalent in third party marketplaces.

As you know, most of food delivery companies are using third party marketplace services including **Deliveroo**, **Uber Eats** and **Just Eat**.

The prevailing issues with these services are;

- lofty fees and charges
- and no control over the things that matter, I mean customer relationship and fee structures.

So, we developed Hopprfy to give every merchant and delivery driver the software tools they need to run their businesses and keep their customer without being held hostage to third-party platforms and high commission fees.

Once

For the last 2 years, I worked as a **Senior Software Engineer** in **Centreville Tech LLC** mentoring junior developers.

We used Agile method for project and team management using Jira Software and used Jenkins for CI/CD pipelines.

From defining requirements to testing, we used 2 weeks iterations so that the development process is aligned with the changing business needs and satisfy the customer through early and continuous delivery of valuable software. And we implemented TDD means Test-driven development using various testing tools and libraries including Jest, Mocha, Enzyme and Cypress for Unit Testing and Selenium and WebDriverJS for E2E testing.

*Our team consist of 7 members, one scrum master whose name is Vlad Tsyganov, one QA(Hilary Barreto), and 2 frontend developers and 2 backend developers.*

*I was one of the frontend developers with Bryan Liu who is one of my friends.*

*Here I developed rich Front-end interfaces for online applications and websites for large clients in industries including medical, insurance, and technology.*

*Working here, I created high-quality user experiences by building interfaces that are easy to use, performant, and reliable. I wrote readable and bug-free code by TDD means Test-driven development using various testing tools and libraries including Jest, Mocha, Enzyme and Cypress for Unit Testing and Selenium and WebDriverJS for E2E testing.*

I believe my experience has trained me to take on a role at your company and I'd love to work in your company in this position.

Is there anything else you need to know about me?

## **Talking about project**

Project: HRMS(Human Resource Mangement System)

Stack: MERN

Description: HRMS is a form of human resources (HR) software that combines a number of systems and processes to ensure the easy management of human resources, business processes and data. Human resources software is used by businesses to combine a number of necessary HR functions, such as

storing employee data, managing payroll, recruitment, benefits administration, time and attendance, employee performance management, and tracking competency and training records.

# Speaking about Experience

## My Skill sets

React.js: 7 years (Released on May 29, 2013)

Redux: 5 years (Released on June 2, 2015)

React Hooks: 2 years (Released on February 16, 2019)

React Native: 5 years (Released on March 26, 2015)

Typescript: 6 years (First appeared on 1 October 2012)

JavaScript: 9 years

Node: 7 years (Released on May 27, 2009)

AWS: 5 years

Jenkins: 4 years (Released on February 2, 2011)

Firebase: 5 years (Released in 2014)

GraphQL: 4 years (Released in 2015)

MongoDB: 7 years (Released on February 11, 2009)

Unit Testing: 5 years

Docker, Kubernetes: 4 years (Released in 2013, 2015)

PostgreSQL: 9 years (Released on July 8, 1996)

## Mentoring Experience

As I mentioned before, I worked as a Senior Lead Frontend developer mentoring junior and mid-level developers.

Everyday, I discussed requirements and issues with project manager and create tickets to Jira board or Trello board and assigned tasks to developers depending on their skills and ability.

And I provide them advice, guidance for each tasks including resources and tools or sometimes documents they need to do their tasks.

When they commit their result for each task, I check them all and give them feedback for code lines or results that mentee need to fix and update.

After they fix them all, I create PRs and push to git repositories. We mostly use Gitlab or Bitbucket to control source versions.

Of course, when they success on their working, I encourage and celebrate their success and I tried to help mentees understand when things do not go as planned and give them correct directions.

For about once a week, I share their experience and expertise as appropriate so that every team member could grow up all together and I try to identify resources that will help mentees with personal development and growth, such as recommending books, workshops, or other learning tools so that they could develop their skills to up to date.

Before, we were an agile team and worked on sprint by sprint, which usually took 3 weeks to complete. One day, Scrum Master said that the client wanted the sprint delivered in 2 weeks. I met with our team and reviewed the calendar. We eliminated team meetings and shifted lower-priority tasks until the end of the 2 weeks period to add extra hours to our workweeks.

And I provide my developers necessary information in detail and let developers understand requirements before start.

I challenged my team to complete the project within 14 days or left and as a reward promised two days of extra PTO time. Our team got the job done in 12 days.

The role of a mentor is to act as:

- **Advisor and coach:**  
After I checking mentees result, I provide them advice, guidance, and feedback; And I share their experience and expertise as appropriate so that every team member could grow up all together.
- **Champion and cheerleader:**  
I encourage and celebrate mentees when they success on their working and help mentees move out their comfort zones; And then I help mentees understand when things do not go as planned and give them correct directions.
- **Resource and recommendations:**  
I try to identify resources that will help mentees with personal development and growth, such as recommending books, workshops, or other learning tools so that they could develop their skills to up to date.
- **Devil's advocate and "truth-sayer":**  
While checking their result, I provide the tough feedback that mentees need to hear in order to move forward and need to fix. After they fix them all, I pushed to git and give them advice about risks and help mentees consider and weigh potential consequences of decisions and actions to avoid the pitfalls and predictable surprises that may occur.

## **1. AWS Lambda experience**

As an AWS cloud engineer with 4+ years practical experience, I have used Lambda service on the various purposes of my previous projects.

Mostly, I built serverless API endpoint for my web & mobile apps using Lambda (Node.js, Python or .NET Core) with API Gateway.

I am very familiar with its core concepts, advanced usages including concurrency management, throttling, lambda layer, efficient use of memory/cpu resource, diagnosing metrics, etc.

Also, extensively used it in connection with other services like SQS/SNS and Kinesis for data streaming.

## **2. DynamoDB/Cognito experience**

DynamoDB: With its fast, scalable and NoSQL based features, I often used DynamoDB in my projects to support the data storage of WIP routines (temporary data store). I am quite familiar with creating/managing tables and indexes, running queries on various scenarios and also using it as a trigger of lambda functions.

Cognito: Used cognito user pool for user authentication / management and identity pool for authorization which means restricting access to various resources (like S3, DynamoDB, etc).

## **3. Serverless architecture**

Combining the above-mentioned services and others like RDS, SQS/SNS, API Gateway, Step functions, etc, I built several serverless architecture of large scale web / mobile platforms on AWS cloud.

Last year, I worked as a back-end developer/cloud engineer on a construction bid retriever service which runs in serverless architecture with extensive usage of lambda functions, dynamodb and simple queue service.

This platform serves as a SaaS product and in order to process unpredictable and highly scalable amount of requests in an efficient and reliable way, introduced the serverless architecture and orchestrated on the AWS cloud.

## **4. React Experience**

1. Designed CSS templates for use in all pages on the website working with CSS background, positioning, text, border, margin, padding, and table
2. Applied optimization techniques to reduce page size and load times to enhance user experience using sprites
3. Developed user interfaces by using ReactJS, Flux for SPA development
4. Used React-Router to turn the application into Single Page Application
5. Worked in using ReactJS components, Forms, Events, Keys, Router, Animations, and Flux concept.
6. Used Web services (SOAP and RESTful) for transmission of large blocks of XML.JSON
7. Implemented the Drag & Drop functionality using React-Draggable
8. Used React-Autocomplete for creating google maps location search on the webpages.
9. Used OOP concepts to develop UI components that could be reused across the Web Application
10. Used JIRA as the bug tracking system to track and maintain the history of bugs/issues on an everyday basis

11. Involved designing in web pages using HTML5, CSS3, JS, Bootstrap, SASS, LESS, React, Redux, Flex, MongoDB
12. Worked on ReactJS Virtual Dom and React views, rendering using components that contain additional components called custom HTML tags.
13. Implemented stable React components and stand-alone functions to be added to any future pages
14. Used ReactJS for templating for faster compilation and developing reusable components
15. Involved in development of User Interface using HTML5, CSS3, JS, jQuery, Angular
16. Extensively used Angular UI(Angular Bootstrap) for ng-grid, and UI components
17. Extensive experience using Bootstrap for layout
18. Followed SCRUM methodology
19. Produced content pages with CSS3 layout and style markup presentations and also used JS methods and properties
20. Updated the website from time to time for special Requirements

# Technical Questions

## React Lifecycle

Normally, React component has lifecycle with Mounting, Updating and Unmounting

**Mounting** means putting elements into the DOM

**Constructor()** - **getDerivedStateFromProps()** – **render()** – **componentDidMount()**

The render method is required and will always be called while the others are optional and only be called when they are defined.

**Updating.** A component is updated whenever there is a change in the component's state or props

**getDerivedStateFromProps()** – **shouldComponentUpdate()** – **render()** –  
**getSnapshotBeforeUpdate()** – **componentDidUpdate()**

**Unmounting.** Component is removed from DOM

**Only one built-in method with componentWillUnmount()**

## State vs Props - 2

Props are used to pass data from one component to another.

The state is a local data storage that is local to the component only and cannot be passed to other components.

While state is mutable which means it can be changed within the component by using `setState()` function or etc, props is immutable which means it's read-only.

## When re-render()?

React component is normally re-rendered when the state or props are changed.

Also there is another case when the component is re-rendering when the parent component is re-rendering even though the props are changing or not.

Too many unnecessary re-renderings affect the app performance and cause loss of user's battery which surely no user would want. So we can use react hooks with `React.memo` to prevent unwanted re-renders. It doesn't re-render the child component if the props are not changed.

## React hooks 3?



React hooks came across after React v16.8 and allows users to define state variables within the function component. There are both function component as well as class components. In the past, we were not able to add state variables within the function component, we can only render elements in it.

But after hooks came, we can also define state variables with `useState` and also other lifecycle functions like `componentDidMount`, `componentDidUpdate` using `useEffect`.

I normally love to use react hooks because it provides clean syntax not complicated codebase like class component, but the main reason is that it normally provides better performance for the application.

## Callback vs promise vs observables?

A JavaScript callback is a function which is to be executed after another function has finished execution. We need callback functions because many JavaScript actions are **asynchronous**, which means they don't really stop the program (or a function) from running until they're completed, as you're probably used to. Instead, it will execute in the background while the rest of the code runs.

Meanwhile callback function is widely being used, it has some weakness. If the application gets bigger, we will have nested callbacks and this can cause callback hell with infinite loop where the app execution doesn't end.

That's why there are also promises with better performance than callbacks. A Promise is a proxy for a value not necessarily known when the promise is created. It allows you to associate handlers with an asynchronous action's eventual success value or failure reason. This lets asynchronous methods return values like synchronous methods: instead of immediately returning the final value, the asynchronous method returns a promise to supply the value at some point in the future.

With modern javascript, there is also `async/await` promise which is better than callback.

Observable is a collection of asynchronous elements

While promises can handle only one event, observables handle 0, 1 or more events which callback function is called for each event. Also observable is cancellable. The last difference is that promise executes immediately while observable is called when subscribe. This means observable is lazier than promise but produce better performance

## Catch error with `async/await`

Normally, we are using `try...catch` statement to catch the issue with synchronous code. But as you know `async/await` is a promise which is being used for modern Javascript.

If we are using this original `try...catch` statement to call `async` function, even though we throw an error in the function, it does not catch the exception. In this case, we can solve this problem with 2 ways.

If we want to use `try...catch`, we need to define `async` function and use `await` when call the function.

Second way is to remove `try...catch` statement and instead, we can use promise callback functions with `then()`, `catch()`, and `finally()`. Here at `catch()` callback function, we can catch exception similarly in `try...catch` statement, we can see the error message and do some error handling here.

So normally, there are two ways to catch error with async/await, but I normally use async/await (the first choice) within the application.

## What is redux (store, action, reducer)-2?

Redux is the state management library containing a store with redux variables for the application.

As redux variables are read-only, we need to dispatch actions and the variables are changed in reducer.

Action – It's an object that describes what happened.

Reducer – It is a place to determine how the state will change.

Store – State/ Object tree of the entire application is saved in the Store.

Redux is widely being used with many applications as it's providing better performance with state management. Recently I have also experienced with Mobx for the state management, it has some differences with Redux as it has multiple stores etc.

## createSlice function in Redux

A function that accepts an **initial state**, an **object of reducer functions**, and a "**slice name**", and automatically generates action creators and action types that correspond to the reducers and state. This API is the standard approach for writing Redux logic

## Context API vs Redux

When we pass variables from parent to child, we normally use props. But if we have so many nested components, we need to pass the props value to all child components to reach to the last nested child. This makes code messy and this is called props drilling.

To remove props drilling, we use state management library like Redux or Context API which is the built-in tool for React.

Meanwhile both Redux and Context Api are the solutions to remove props drilling, there are some differences.

To use redux, we need to install another npm library react-redux, but Context API is built-in tool, so we can use this without installing a new dependency, and this will affect the bundle size.

The next one is that Context API is specifically designed for specific data but redux is for both static/dynamic data.

Also Context API has UI logic and state management logic within one component, but redux has better code organizations with separate UI logic and statement logic so redux provides easy debugging with

redux dev tool, but it's a little hard for us to debug Context API if we have highly nested react components.

So context api is a good solution for a small application with small bundle size as well as easy to code, but for big applications, I recommend to use redux with well-organized structure and easy-to-debug.

## Error boundaries in React

Error boundaries are react components that catch Javascript errors anywhere in their child component tree, log those errors, and display fallback UI instead of the component tree that crashed. Error boundaries catch errors during rendering, in lifecycle methods, and in constructors of the whole tree below them

## Closure in JS

Before we say about closure in javascript, I wanna explain about the scope of variables. So we have global variables as well as local variables etc. Lexical scoping defines the scope of variables with the position where the variables are defined.

Normally a local variable only exists while the function executes but there is a closure. Closure is a function that preserves the outer scope in it's inner scope

## Check if the variable is array

There are three ways to check if the variable is array.

- We can use isArray function with `Array.isArray(variableName)`
- We can use instanceof operator `variable instanceof Array`
- We can use with constructor property. `Variable.constructor.name === 'Array'`

## Arrow functions vs Regular functions

Arrow functions came across after ES6. It allows to create functions in a cleaner way compared to regular functions, we can use arrow operator, like `let functionName = () => {}`

In regular functions, **this** refers to the function where it is called, instead with the arrow functions, it does not have its own this. At this time, **this** refers to its parent scope.

There are some cases which we can't use this arrow function in the application

- We do not use arrow function for event handler when we need to use **this**.
- We do not use arrow function when add method to the object.
- We do not use arrow function for prototype functions when we need to use **this**.

-We can't use arrow function to define a constructor.

## **Object, Array == return false?**

Normally when we compare two variables, we use == operator, but this operator returns false for two objects even though they have exactly the same properties or they are both empty.

The reason is that == operator compares the references of the variable, not the exact value. For the objects, it has different reference even though they have the same properties, so to compare two objects we need to loop and compare each property to compare the objects.

This is the same for Array also, it is always returning false when using == operator even though we have the same values in an array with the same order.

## **React testing, Why Jest - 2?**

Jest, Jasmine, React testing library, enzyme, mocha, chai, Unit testing, integration testing, e2e testing, A/B testing

Jest is pretty simple, fast(parallelization, run slowest first, caching babel transforms), Typescript(ts-jest), Snapshot, Delta Testing with Watch

Simply install Jest using npm and yarn.

## **React Native (Cross-platform) vs native mobile apps**

Take an alligator and a fish. An alligator can walk and swim, but will never swim as good as a fish. On the other hand, fish cannot walk at all. So cross-platform apps are like alligators. They can swim and walk, but will never be as good at swimming, as fishes (native apps).

Pros: All platforms, Easy to develop, Recycle components

Cons: Low performance than native, updating issues

## **FlatList vs ScrollView (React Native)**

When we want to show list of items, there are two ways, with FlatList or ScrollView.

While ScrollView renders all the items at once, FlatList renders only items which are currently displayed.

That's why FlatList generally provides better performance and we recommend to use FlatList for the large list of data.

In the past, ListView was also being used to render list of items but it's deprecated for now.

## React Native Navigators

There are 3 types of navigators in react native – `StackNavigator`, `tabNavigator` and `drawerNavigator`

### StackNavigator

The first one `StackNavigator` includes or holds screens in stack format [which means when a new screen is viewed, it is positioned on top of the existing one]

### TabNavigator

The `TabNavigator` permits a user to use different screens by simply using the tab that one can use either at the top or bottom of the screen.

### DrawerNavigator

`DrawerNavigation` is the preferred option for Android and is a type of navigation hint that offers users options and points to different screens.

## React Native Native Modules

Native modules are set of javascript functions that are implemented natively for each platform. It is used when native capabilities are needed, react native does not have corresponding module or native performance is better

There is also a Native UI Component that creates a native view within inside JSX.

Normally we create a new module with `react-native-create-library` command, after you run this command, you can see we have android, ios and windows directories within our module

And we can define each native module for both android and ios and at last we deploy our native module.

## React Native push notifications

Actually, we can implement the push notifications with React Native app on 3 ways

Apple push notification, Expo push notification, Firebase Cloud Messaging Push notification

-Apple push notification

You don't need to know client's ip address and you should have apple account for this.

-Expo push notification

It's free provided by expo, however the project should be implemented with expo.

-FCM push notification

This is provided by google and we can use firebase cloud messaging feature to implement the push notifications with react native apps.

## Push Notification with FCM

First of all, you need to register app project on the firebase with your account

You can generate SSH key of the project and add that key to newly created project of the firebase

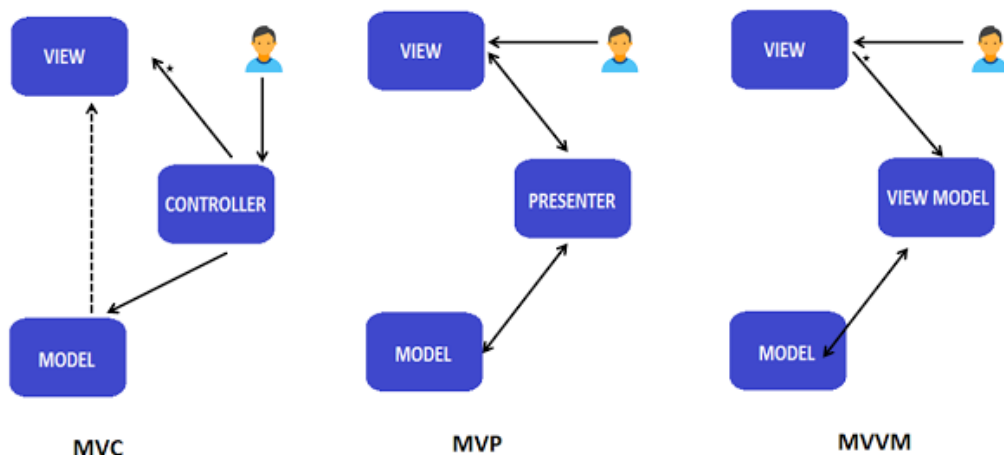
Next, You need to store push notification token in a project

At last, you need to add event listener of the push notification.

You can define a function within the event listener so that you can show text message on the top of the screen with the notification or etc.

## MVC, MVP and MVVM Design Pattern

MVC, MVP, and MVVM are three popular design patterns in software development. Let's have a look on Model View Controller (MVC), Model View Presenter (MVP) and Model View View-model (MVVM) one by one. All these design patterns by and large help in developing applications that are loosely combined, easy to test and maintain. All discussion about the pattern is made in context of Android as a platform.



### Model View Controller (MVC)

MVC design pattern divides an application into three major aspects: Model, View, and Controller.

#### - Model

Model means data that is required to display in the view. Model represents a collection of classes that describes the business logic (business model and the data model). It also defines the business rules for data means as how the data can be changed and manipulated.

#### - View

The View represents UI components like XML, HTML etc. View displays the data that is received from the controller as the outcome. In MVC pattern View monitors the model for any state change and displays updated model. Model and View interact with each other using the Observer pattern.

#### **- Controller**

The Controller is responsible to process incoming requests. It processes the user's data through the Model and passing back the results to View. It normally acts as a mediator between the View and the Model.

## **Model View Presenter (MVP)**

The MVP pattern is similar to the MVC pattern. It is derived from MVC pattern, wherein the controller is replaced by the presenter. This pattern divides an application into three major aspects: Model, View, and Presenter.

#### **- Model**

The Model represents a set of classes that describes the business logic and data. It also defines business rules for data means how the data can be changed and manipulated.

#### **- View**

View is a component which is directly interacts with user like XML, Activity, fragments. It does not contain any logic implemented.

#### **- Presenter**

The Presenter receives the input from users via View, then process the user's data with the help of Model and passing the results back to the View. Presenter communicates with view through interface. Interface is defined in presenter class, to which it pass the required data. Activity/fragment or any other view component implement this interface and renders the data in a way they want.

In the MVP design pattern, the presenter manipulates the model and also updates the view. In MVP View and Presenter are completely decoupled from each other's and communicate to each other's by an interface. Because if decoupling mocking of the view is easier and unit testing of applications that leverage the MVP design pattern over the MVC design pattern are much easier.

## **Model View View-model (MVVM)**

MVVM pattern supports two-way data binding between View and View-Model. This allows automatic propagation of changes, inside the state of View-Model to the View. Generally, the View-Model utilizes the observer pattern to inform changes in the View-Model to the Model.

#### **- View-Model**

It is responsible for exposing methods, commands, and other properties that help to maintain the state of the view, manipulate the model as the result of actions on the view, and trigger events in the view itself. View has a reference to View-Model but View-Model has no information about the View. There is many-to-one relationship between View and View-Model means many Views can be mapped to one View-Model. It is completely independent of Views.

The bi-directional data binding or the two way data binding between the view and the View-Model ensures that the models and properties in the View-Model is in sync with the view. The MVVM design pattern is well suited in applications that need support for bi-directional data binding.

## Native Module Setup

There are two ways to write a native module for your React Native application:

1. Directly within your React Native application's iOS/Android projects
2. As a NPM package that can be installed as a dependency by your/other React Native applications

## Android Native Modules

### - Directly within your React Native application's Android project

#### Setup

To get started, open up the Android project within your React Native application in Android Studio. You can find your Android project in `project/android` directory.

#### Create custom native module file

The first step is to create the `[ModuleName].java` Java file inside `android/app/src/main/java/com/your-app-name/` folder. This Java file will contain your native module Java class.

Then add the following content:

```
package com your-app-name; // replace com.your-app-name with your app's name
import com.facebook.react.bridge.NativeModule;
import com.facebook.react.bridge.ReactApplicationContext;
import com.facebook.react.bridge.ReactContext;
import com.facebook.react.bridge.ReactContextBaseJavaModule;
import com.facebook.react.bridge.ReactMethod;
import java.util.Map;
import java.util.HashMap;

public class CalendarModule extends ReactContextBaseJavaModule {
    CalendarModule(ReactApplicationContext context) {
        super(context);
    }
}
```

As you can see, your **CalendarModule** class extends the **ReactContextBaseJavaModule** class. For Android, Java native modules are written as classes that extend **ReactContextBaseJavaModule** and implement the functionality required by JavaScript.

#### Module Name



All Java native modules in Android need to implement the **getName()** method. This method returns a string, which represents the name of the native module. The native module can then be accessed in JavaScript using its name. For example, in the below code snippet, **getName()** returns **"CalendarModule"**.

```
// add to CalendarModule.java
@Override
public String getName() {
    return "CalendarModule";
}
```

The native module can then be accessed in JS like this:

```
const { CalendarModule } = ReactNative.NativeModules;
```

## Export a Native Method to JavaScript

Next you will need to add a method to your native module that will create calendar events and can be invoked in JavaScript. All native module methods meant to be invoked from JavaScript must be annotated with **@ReactMethod**.

Set up a method **createCalendarEvent()** for **CalendarModule** that can be invoked in JS through **CalendarModule.createCalendarEvent()**. For now, the method will take in a name and location as strings. Argument type options will be covered shortly.

```
@ReactMethod
public void createCalendarEvent(String name, String location) {
}
```

Add a debug log in the method to confirm it has been invoked when you call it from your application. Below is an example of how you can import and use the Log class from the Android util package:

```
import android.util.Log;

@ReactMethod
public void createCalendarEvent(String name, String location) {
    Log.d("CalendarModule", "Create event called with name: " + name
        + " and location: " + location);
}
```

Once you finish implementing the native module and hook it up in JavaScript, you can follow these steps to view the logs from your app.

## Register the Module (Android Specific)

Once a native module is written, it needs to be registered with React Native. In order to do so, you need to add your native module to a **ReactPackage** and register the **ReactPackage** with React Native.

During initialization, React Native will loop over all packages, and for each **ReactPackage**, register each native module within.

React Native invokes the method **createNativeModules()** on a **ReactPackage** in order to get the list of native modules to register. For Android, if a module is not instantiated and returned in **createNativeModules** it will not be available from JavaScript.

To add your Native Module to **ReactPackage**, first create a new Java Class named `MyAppPackage.java` that implements **ReactPackage** inside the `android/app/src/main/java/com/your-app-name/` folder:

Then add the following content:

```
package com.your-app-name; // replace your-app-name with your app's name
import com.facebook.react.ReactPackage;
import com.facebook.react.bridge.NativeModule;
import com.facebook.react.bridge.ReactApplicationContext;
import com.facebook.react.uimanager.ViewManager;

import java.util.ArrayList;
import java.util.Collections;
import java.util.List;

public class MyAppPackage implements ReactPackage {

    @Override
    public List<ViewManager> createViewManagers(ReactApplicationContext reactContext) {
        return Collections.emptyList();
    }

    @Override
    public List<NativeModule> createNativeModules(
        ReactApplicationContext reactContext) {
        List<NativeModule> modules = new ArrayList<>();

        modules.add(new CalendarModule(reactContext));

        return modules;
    }
}
```

This file imports the native module you created, **CalendarModule**. It then instantiates **CalendarModule** within the **createNativeModules()** function and returns it as a list of **NativeModules** to register. If you add more native modules down the line, you can also instantiate them and add them to the list returned here.

It is worth noting that this way of registering native modules eagerly initializes all native modules when the application starts, which adds to the startup time of an application. You can use **TurboReactPackage** as an alternative. Instead of **createNativeModules**, which return a list of instantiated native module objects, **TurboReactPackage** implements a **getModule(String name,**

**ReactApplicationContext** **rac**) method that creates the native module object, when required. **TurboReactPackage** is a bit more complicated to implement at the moment. In addition to implementing a **getModule()** method, you have to implement a **getReactModuleInfoProvider()** method, which returns a list of all the native modules the package can instantiate along with a function that instantiates them, example here. Again, using **TurboReactPackage** will allow your application to have a faster startup time, but it is currently a bit cumbersome to write. So proceed with caution if you choose to use **TurboReactPackages**.

To register the **CalendarModule** package, you must add **MyAppPackage** to the list of packages returned in **ReactNativeHost**'s **getPackages()** method. Open up your **MainApplication.java** file, which can be found in the following path: **android/app/src/main/java/com/your-app-name/MainApplication.java**

Locate **ReactNativeHost**'s **getPackages()** method and add your package to the packages list **getPackages()** returns:

```
@Override
protected List<ReactPackage> getPackages() {
    @SuppressWarnings("UnnecessaryLocalVariable")
    List<ReactPackage> packages = new PackageList(this).getPackages();
    // below MyAppPackage is added to the list of packages returned
    packages.add(new MyAppPackage());
    return packages;
}
```

You have now successfully registered your native module for Android!

## Test What You Have Built

At this point, you have set up the basic scaffolding for your native module in Android. Test that out by accessing the native module and invoking its exported method in JavaScript.

Find a place in your application where you would like to add a call to the native module's **createCalendarEvent()** method. Below is an example of a component, **NewModuleButton** you can add in your app. You can invoke the native module inside **NewModuleButton**'s **onPress()** function.

```
import React from 'react';
import { NativeModules, Button } from 'react-native';

const NewModuleButton = () => {
  const onPress = () => {
    console.log('We will invoke the native module here!');
  };

  return (
    <Button
      title="Click to invoke your native module!"
      color="#841584"
      onPress={onPress}
    />
  );
}
```

```
);  
};  
  
export default NewModuleButton;
```

In order to access your native module from JavaScript you need to first import NativeModules from React Native:

```
import { NativeModules } from 'react-native';
```

You can then access the CalendarModule native module off of NativeModules.

```
const { CalendarModule } = NativeModules;
```

Now that you have the CalendarModule native module available, you can invoke your native method createCalendarEvent(). Below it is added to the onPress() method in NewModuleButton:

```
const onPress = () => {  
  CalendarModule.createCalendarEvent('testName', 'testLocation');  
};
```

# **Important Points for Interview**

## **While Interview**

- Send resume before interview?
- Follow up email within 24 hours
- Never say I don't know
- Never say It is on my resume
- Never ask what the company does
  
- Attitude
- Company knowledge
- Rehearse
- Meeting flow
- Follow-up About your self - 1 min, personal characteristics and skills that translate into career strengths

## **Asking to Client/Recruiter**

1. Ask open-ended questions.
2. Keep it short.
3. Don't Interrupt
4. Getting to Yes
5. Use Inclusive Language
6. Ask Questions the Interviewer Can Answer
7. Avoid Questions that are Obvious or Easy to Determine
8. Avoid "Why" Questions
9. Avoid Asking Questions that Call for a Superlative
10. Avoid Leading or Loaded Questions
11. Avoid Veiled Threats
12. Avoid Questions that Hint of Desperation
13. Asking Questions that Focus on What the Company Can Do for You

14. Don't Ask Questions that are irrelevant to the job or organization.

15. Relax and smile.

# Intro Call Questions

## Talking about Pending Interviews

“I’m still in the early stages of my job search so I’m just beginning to take phone interviews. It’s going well so far and I’m speaking primarily with technology companies like yours about frontend developer positions.”

“I’m actively interviewing and I’m talking with a number of early stage technology companies like yours including GrayLog and HoneyBricks. I’m focusing my job search on frontend developer and full stack developer positions in particular. I’ve met with a few companies face-to-face but I don’t have job offers yet. That could change soon, so I can keep you updated.”

## Why are you leaving your current job?

My last job has been a great learning experience and I have developed many skills during my 2 years with Centreville Tech LLC. I am now seeking a new opportunity with your company because I stopped working because of family emergency and I’d like to work with fast-growing company like you and grow up my career with big companies also.

And my last company is kind of a consultancy company, so it has

And my last company’s work/life balance is not

Researching new opportunities, I noticed that your position could be good fit to me because I could passionate to my main skill sets and your team culture about challenging and collaborating are good fit to me.

I am really excited to develop my expertise further with this opportunity.

## Asking about Company

Can you please explain me about Hiring Process? (How many steps in your Hiring Process?)

What is the Job Type? Full-time or Contract? (Are you seeking full-time developer or contractors only?)

### - Asking about company

Where are you located in?

How many developers are there in your team?

What kind of Industry do you wanna build? (What kind of Industry do you provide?)

### - Asking about compensation

What is your provided compensation? (What is the range of Compensation?)

Don't you mind if you explain about compensation?

What benefits do you provide for this job position?

### **- Asking about work-life balance**

What does work/life balance look like at your company?

Can you tell me about the company culture and what makes it unique?

What does your company do to help its employees maintain work-life balance?

Why is this position open?

What would a typical day be like in this position?

Would this position involve much travel?

## **Why Our Company**

"One recruiter contacted me directly with a job position in your company. At first, I was new to your company and I researched about your company and read your job description in detail. As I have worked for over 7 years in this kind of roles, I was so interested about your job position.

First, your collaborative, team-focused culture attracted me most.

And next, the required skills are perfectly matching with my skill sets.

That's why I applied your job."

"For many years, I have worked in a Front-end developer role with big and medium clients and companies. That's why I have proven experience in frontend development especially React and Typescript. You are now looking for a professional react/typescript developer, that's why I applied for your job."

## **What is most important to you in your next position?**

Three things that I'm looking for in my next job are a collaborative, team-focused culture, opportunities to learn and grow my skills from a technical standpoint, and a chance to learn more leadership skills over time. After reading the job description for this role, it sounds like this could be a good match for what I'm looking for, so I was excited to come interview for the position and learn more.

## **What did you like most/least about your last company?**

Hmm. maybe, working in a global agile team with different developers from all over the world is the most thing that I like at Centreville Tech Company. I worked as a senior software engineer and professional remote worker as I said before, so I have been given the opportunity to work with various project with various skill sets.



This made me growing up with latest skill sets and ability to archive success on many projects.

For about least thing, it could be the work-life balance was not good because of it is kind of a consulting company. I need to work more than 10 hours every day or even 12 hours. And sometimes I have to work at weekends. This is not good for my health and my family relationship.

This is one of the reasons that I leaved my last company.

## **What do you do in your current position? What do you like about it? What do you not?**

As you know, I leaved my last company last January. Centreville Tech Company, I mean. At that company, I was working as a senior full-stack developer. This is kind of a consultancy company, so we need to take part in several projects and multiple skill sets.

Whether I am a senior developer who has more than 10 years experiences, I need to learn new technologies, and I am also passionate to learn new technologies. This is what I liked most.

The thing that I didn't like most, it could be the work-life balance was not good because of it is kind of a consulting company. I need to work more than 10 hours every day or even 12 hours. And sometimes I have to work at weekends. This is not good for my health and my family relationship.

This is one of the reasons that I leaved my last company.

## **What is the most challenging problem recently you solved?**

"When I was working as Senior Frontend developer in True Prodigy Tech Solutions Company, we were going to build the model of property appraisal standards products.

Our aim was to create elite software applications for the mass appraisal and management of property by leveraging cloud-computing technology, by harnessing our domain expertise, and by further nurturing our relationships with clients.

At first, we started to develop RESTful APIs for our Backend, but it was the nerviest problem for backend developers and frontend developers because it has so many API methods and complex relations between them.

So, I suggested to use Apollo GraphQL to solve this problem, and we refactored our backend and frontend part.

After this, we could reduce backend developer's effort and they could focus on business logic.

And also we, frontend developers, could simplify our frontend code and we could increase development speed further more.

Solving this problem, I realized that choosing tech stacks before development is the most important problem making stable and reliable product and accelerate dev speed most."

## **When was the last time you made a big mistake at work?**

Mistake... I didn't make any mistake till now. But if I must say about this, maybe, it is when I did not meet the timeline that the client wants because there are some misunderstandings between us. And anything else... I think there's no other mistake.

## **How do you handle stress or tight deadlines?**

Stress... as you know, meeting the deadline is very important for us, I mean, software engineers. But another important thing is the quality of production. I prefer both of us, but put more importance on quality.

I dislike making low quality product to meet the deadline most. So, if the deadline is too tight, I explain the reason why I cannot meet the deadline and why the quality is important, what else, how we can find an optimized way to build a perfect production. And also discuss it with teammates.

## **What are you looking for in the next jobs?**

Three things that I'm looking for in my next job are a collaborative, team-focused culture, opportunities to learn and grow my skills from a technical standpoint, and a chance to learn more leadership skills over time. After reading the job description for this role, it sounds like this could be a good match for what I'm looking for, so I was excited to come interview for the position and learn more.

## **What gets you really excited in a job?**

As I described before, three things - products, team, and tech-stack.

## **What gets you excited about coming to work?**

The first exciting thing is that I will work on what I love and what I'm passionate about.

Top trending technologies like TypeScript, React, Next.js. and so on.

And the next thing is that I will work with people I love working with, I mean you guys. I took some time to familiarize myself with you, I mean, your team and your company. I have noticed that all of you are very kind and have rich experience and skills in your field.

And finally, as same as anyone, it is that I will work for the amount of money I love. Haha. You're right. As you mentioned in your job description, a competitive salary is another exciting thing that I can get. Yup. That's all.

## **What interested you about the position?**

As same as all programmers, I can list the three things that are very important for me. They are production, team, and technology. Since you are building wonderful products for customers, you have a great team of high-skilled developers, and the technology that you are using is one of my main technical skills, I am very interested in this opportunity and I think I can be a good fit for this position.

## **How would you describe our company culture?**

Yeah, challenging and collaborating. You, I mean your company seems that developers are encouraged to explore the full potential of their skill sets and that they're likely to grow through job experience.

Regarding the collaborating, I have noticed that software engineers and your teams are working well together cross-functionally to accomplish your goals.

## **What superpower will you bring to our company?**

100% clean and optimized code and 100% perfect product.

## **Why do you think that you will be successful in this job?**

As my resume reflects, I have been successful at each of my previous places of employment. Given my research about your company, the job description outlined, and the information we've exchanged today, I believe I have the skills and experience to fulfill what you're looking for, and I'm eager to contribute as an employee.

## **What three things do you need to succeed in this position?**

Maybe, rich experience, communication skills, and the last thing is challenging to new things.

## **What is your availability?**

I'm flexible and available just about any time you need me to work. I am simply looking forward to joining the team and helping whenever I am most needed.

## **Do you consider yourself successful?**

Yes, I do consider myself successful. I think my willingness to take on new challenges and work hard sets me up for success. For example, I volunteered to manage a project for my company, which involved managing 10 staff members. I had never managed such a large staff before. However, due to my hard work, effective communication, and clear goals, I effectively managed the team, and we

completed our project ahead of schedule. I don't shy away from a challenge, and I know this would set me up for success at your company.

## **What surprises people about you?**

-As I said before, I really like to work. I spend almost all my time working with challenging projects and learning new technologies.

-What else?

-Yeah, I am a night owl. lol. At SAP, I also worked as a professional remote worker in various global remote agile teams for foreign companies based in the US, UK, Germany, and so on. And the other reason is, you know, at night, there's nobody who bothers me, so I can all-in my time to think and work.

-Something else?

-Let me think. Yeah. The most important thing is writing 100% elegant and optimized code, provide 100% product. That's me.

## **What's the biggest problem in most offices today?**

As you know, pandemic. So everyone prefers remote work at home. I hope that everyone is safe.

## **Where/when/how do you do your best work?**

Haha. Anywhere, anytime, anyway you want.

As I said before, I always prefer 100% complete work. So I put great importance on listening carefully to the requirements and details. And also with a professional vision, I always do my best to deliver exceptional results on time and keep the team members updated with the project progress and any blockers to resolve through discussion.

## **What motivates you to do your best work?**

Maybe, work ethic.

## **What has been the greatest disappointment of your life to date?**

My biggest disappointment is that I wasn't able to follow my dream of being a professional photographer when I was a kid. Even though I was disappointed at the time, I realize now that if I had taken that direction, I would not have achieved my current degrees and developed a career that I love.

## **What tools or apps allow you to work more efficiently?**

I used to communicate with my teammates using Slack and for the project management, we used Jira and Trello. If there's something that I need the design from the designers, I am very familiar with Figma.

## **Who inspires you and why?**

Myself, as a software engineer who loves new challenges, I always prefer to be the 1st in my favorite field, not the 2nd or 3rd.

So, I can say that love for new challenges myself inspires me to do my best.

## **How could a manager best support you?**

-Hmm. When I work as a software engineer at SAP, the team leader in a team gave me recognition and praise. And also he provided feedback, mentorship, and training.

-What else?

-Maybe, providing strong leadership and a clear vision is another main point. Yeah. That's all.

## **How do you manage conflict with coworkers?**

Good point. As you know, managing conflicts is very important in teamwork. So in that case, I find the conflicts part and take some time to review it.

And after that, I discuss with my teammates who wrote that part to manage these conflicts. After deep discussion, we can handle the conflicts together.

## **Would you rather work alone or with a team?**

Of course, in a team. As you know, anyone can not do anything alone because everyone has limited knowledge and experience.

So, without any help, without any collaboration, you are nothing. That's my phrase. haha.

## **How would you describe your group of friends?**

Yeah. In one word, 'AWESOME'. We love to exchange the experience with each other and help. You know, if someone has any problems with work or life and he asks us to help, we do all our best to help him. That's our friendship and our property.

## **How do you prefer to communicate with coworkers?**

I believe communication is the cornerstone of the success of a client-provided project. This is why I always emphasize the importance of listening carefully to the requirements.

In this way, I make sure my deliverance is more than satisfactory. I used to communicate with my teammates using Slack and for the project management, we used Jira and Trello.

If there's something that I need the design from the designers, I am very familiar with Figma.

## **What if you become really frustrated with a teammate? What are you going to do?**

While working in a team, I know that I can meet such kinds of situations. In that case, I first try my best to keep professionalism. I will listen to his/her explanation carefully first and will give him my thought in a professional and kind manner. I am sure that losing temper is not the right option in any case.

## **What would be your ideal work schedule?**

I would probably want to start at 8 AM and finish up around noon before lunch. And start again at 3 PM and finish the work around 7 PM. From 12 PM to 3 PM, I should handle the problem with my family, as I said before, I came here, Tokyo for handling a family emergency.

## **What are the four types of burn-down charts?**

The four types of burn-down charts are the product burn-down chart, the sprint burn-down chart, the release burn-down chart, and the defect burn-down chart.

## **How do you feel about working in a team environment?**

My ideal work environment is one that focuses on teamwork.

I like companies like yours that put an effort in gelling the group together and making sure everyone is supported. I like that sort of structure and formality of knowing what you're supposed to do and when you are aware of the situation. I work best when I have a group of positive people working around me and where I can focus on putting my talent to work.

## **Give us an example of when someone told you to do something that was technically wrong and/or you disagreed with the architect. How do you deal with the situation?**

As you know, communication is the cornerstone of the success of a project so I always put great importance on listening carefully to the requirements and details from the customers and teammates. After listening carefully, I will explain why it is impossible or why it is wrong with good examples in articles.

Here, the most important thing is respecting for each other.

## **What are you looking for long term?**

My long-term objectives are to become a member of the elite team and work on enterprise-level projects.

## **What are your career objectives?**

My career goal right now is to take the leadership and excellent track record I've obtained over the past decade and make the client's ideas real and grow them into a Fortune-500 company.

## **What are your plans for the next five years?**

I'd like to be a project manager, team leader, or CTO for the next five years.

## **What do you want to do in the next few years?**

While working on top-trending tech-stacks with high-skilled developers from all over the world, I would like to learn more about how to make my dream come true.

## **If you were going to start your own business, what would it be?**

Yeah, it's one of my dreams. I'd love to build my own IT company. I'd like to start my career again step by step, software developer, project manager, CTO, and finally CEO of my own company. Yeah. It is just my dream. haha. Yup. That's one of the reasons why I moved to Hong Kong from Japan. But unfortunately, because of a family emergency, I went back to here, Tokyo again. If things go better, I will move to Hong Kong again asap.

## **Where do you hope your career will take you in the next 5 years?**

For the next 5 or 7 years, I would like to be a project manager or team leader of the team. And after 10 years, I would like to build my own IT company.

## **Do you prefer to be told exactly what to do, or do you prefer to work with little direction?**

Following the core values, I can say that I prefer to be told exactly what to do.

## **Are you comfortable leading a team and have you before? Give us examples of if you have and/or if you were to.**

I have some valuable experience in working as a team lead or project manager but for now, I would like to work as an individual developer since I noticed that managing other people is not my main point.

## **What's important to you? If you had to pick what your top 6 "values" are in life and at work, what are they and why?**

I always follow the core values below.

- Growth: Eagerly learn new things. Have broad interests and be curious about the world. Strive for perfection. Share my knowledge with others.
- Responsibility: Take on uncomfortable tasks that you can handle. Don't be afraid of the risk associated with decision-making. Don't run away from mistakes. Quickly communicate problems.
- Commitment: Take the initiative. Care about the success of the team. Go beyond what is expected. Find passion in what you do.
- Openness: Be brave and question decisions that you don't agree with. Openly talk about problems. Dedicate time to helping others. Approach change positively.
- Delivering value: Recognize what has to be done well from the very beginning. Make complex things simple and know how to choose 20% of work that provides 80% of the results. Deliver high-quality solutions while keeping the picture in mind.
- Love: Do what you love and love what you do. No matter what you are working on, you should be very invested.

## **How do you stay up to date on all the latest technologies?**

I always try to keep my tech-stack up-to-date to be ready for any kind of development while reading articles on LinkedIn, Medium, Dev.to and so on.



**Can you rate yourself for the top 5 technologies you are most familiar with - from 1-10? 1 being not at all, and 10 being you could write an O'Reilly book on the tech.**

React - 10, React Native - 10, Vue - 8, Node - 9, GoLang - 8

**Are you comfortable in all technologies and would you be willing to work across all technologies? Or, do you prefer to stay in one technology?**

As I mentioned before, I always try to learn new technologies so right now I am learning Python and Tensorflow.

**What technologies are you most comfortable with?**

Since I am a JS guy so I am most comfortable with JS frameworks and libraries, especially React.

**What blogs or websites do you visit regularly?**

Every day, I visit Twitter and I love to tweet the phrases about programming.

**What is your greatest strength?**

I have a solid work ethic. When I'm working on a project, I don't just want to meet deadlines. Rather, I prefer to complete the project well ahead of schedule. Last year, I even earned a bonus for completing planned products successfully one month ahead of time.

**What would you say your strengths are, and your weaknesses?**

I can say my strengths in one word - 100%. I keep the core values in my mind so I always try to provide 100% perfect production. Because of this, sometimes it takes more time to complete the task or ticket.

**How do you plan on working remotely?**

Overlapping working hours with client's business hours - 6 or 8 hours.

## **What do you think the hardest part about working remotely is?**

From my perspective, the hardest part and also the most important part is communicating actively.

## **What are some of your pet peeves about working with people?**

I think a clear specification is one of the most important aspects to produce a well-organized and clean solution.

## **What are you looking for financially?**

120K - 140K per year

Looking forward to hearing from you very soon.

## **What do you do for fun?**

Playing games. Watching cartoons.

## **What was the last really great book you read?**

Let me think, maybe, I think it's 'Harry Potter', a really exciting book. I like fantasy movies and books. My favorite fantasy movie is 'Naruto'.

Do you know Naruto Uzumaki? I remember some of his phrases like... "My friends were the first to accept me for who I am" "Failing doesn't give you a reason to give up, as long as you believe." something like that.

## What kind of events do you attend outside of work hours?

Before the pandemic, I used to take part in some meetings to exchange experiences with each other and also I like a weekend party. But as you know, nowadays, we should avoid going outside of the home.

so in my free time, I enjoy fitness training and listening to music. I find that music is a wonderful creative outlet and stress-reliever, as well as a perfect balance for my demanding career. It allows me to set personal goals and achieve them, which is also true of physical fitness.

I've found that keeping my mind and body sharp improves every single facet of my life. I like cartoon songs like 'Flying to your heart' in TinkerBell, 'Let it go' in Frozen, 'Try Everything' in Zootopia, and so on.

## Famous Spots

### Chico

Upper Bidwell Park, The Museum of Northern California, **Chico History Museum**, Gateway Science Museum

*Established in 1904 as a Carnegie Library belonging to the City of Chico, the original Romanesque building was remodeled in 1931 in Mediterranean Revival style and then leased to the Chico Museum Association in 1981, when a new library was built in conjunction with the County.*

### California

#### Yosemite National Park

*Yosemite National Park in Northern California is one of the United States' most scenic and most visited national parks. The mountains, valleys, rivers, and spectacular waterfalls have drawn tourists, artists, and athletes here for decades.*

*Most of the key sights and things to do in Yosemite National Park are in Yosemite Valley.*

#### Death Valley National Park

*Death Valley National Park contains some of California's most inhospitable terrain, with extreme heat that has left this desert area strangely beautiful. Salt fields, dry parched land, sand dunes, mountains, unique rock formations, and a lake that lies below sea level create a unique landscape in this remote valley.*

*Some of the easiest to reach highlights in Death Valley are the sand dunes near Stove Pipe Wells, Badwater Basin, Zabriskie Point, and Dantes View. These and others are all easy to reach with a regular vehicle. If you have a 4WD vehicle, you can head out to more remote places like The Race Track.*

## Behavioral Questions

### Behavioral job interview questions about time management

**Question #1 - How do you accomplish tasks when under a tight deadline? Give me an example.**

Sample Answer:

**Situation:** Well, typically, I try to never commit to a deadline I don't think I can make. But sometimes, unexpected things happen and you're forced to think on your feet. For example, at my last job, my coworker had to take some time off work because of an emergency, and his project was left without a manager.

**Task:** My supervisor then instructed me to take over his project and complete what work was left. Suddenly, I had a new project on my hands, and I wasn't really sure how to handle it, as the deadline was in 1 week.

**Action:** First, I requested a reduction on my own daily sales goals - which I was granted. This way, I could pay more attention to the project, and only a few hours per day to my original tasks. Once I had a consistent schedule and hours set for each of my tasks, it was mostly easy from there.

**Results:** Thanks to my teammates and my good time management skills, I managed to finish up 2 days early before the deadline. And once my coworker came back to work, I was able to review the whole thing with him before submitting it. For what it's worth, he was thoroughly impressed. And a few months later, I even got promoted based on my performance.

**Question #2 - Describe a long-term project you managed. How did you make sure everything was running smoothly?**

Sample Answer:

**Situation:** When I was at Company X, I was managing the web development team in charge of setting up a new website for one of our biggest clients at the time. With most projects, we had a process set up and we would get most sites done in up to 2 months. This project, however, was a bit different, as the website was supposed to be more detailed, with a lot of unique pages. So, we had to be a lot more careful with our time-management.

**Task:** We had a strict deadline of 15 weeks, and I had to make sure that we used up our time as efficiently as possible.

**Action:** Before getting to actual work, I decided that we should plan everything out by the week. After some research and consulting with our team of developers, we decided to split the workload between different stages. We would devote around 1 week to the discovery phase, 5 weeks to design, 3 weeks to initial development and the rest to any modifications and updates.

**Results:** In the end, we actually finished the website with all the promised functionalities in just under 3 months. The client was very satisfied with the result and eventually ended up recommending partners to our firm.

**Question #3 - Sometimes, it's almost impossible to get everything done on your to-do list. What do you do when your list of responsibilities becomes overwhelming?**

**Situation:** As a senior at University X, there were times when I just couldn't physically get everything done on time. For example, towards the end of my final semester, I was the Student Council President and I was also writing my University thesis. I had to submit my thesis the next day, and I was also

working with my fellow student council members to organize the end-of-the-year ceremony for the University.

**Task:** If I had tried to multitask both, I would just have done a poor job. Now, for me, the University thesis was clearly higher up in my list of priorities. After all, this was what my studies were building up to for so long. But I couldn't just abandon my council members either. With 24 hours until my thesis deadline, I had to think fast.

**Action:** I decided that the best approach was to send all of my notes and outlines for the event to the Student Council VP, who was also a close friend of mine. Luckily, he understood my situation and took over my event-management responsibilities. Then, I had just enough time to edit and finalize my paper.

**Results:** Thanks to the VP, I was able to fix and finalize my Thesis. And fortunately, the event went without a hitch too. In the end, I learned a valuable lesson on time-management, and the importance of having the right team around you who you can rely on.

#### **Question #4 - Tell me about a time you set a personal goal for yourself. How did you ensure you would meet your objectives and what steps did you take?**

**Situation:** I think the most recent, and important, personal goal that comes to mind is that I managed to teach myself web development from scratch. You see, I wasn't very satisfied as a sales rep at Company X. My coworkers were nice, and the pay was decent too, but I just didn't see myself growing there.

**Task:** So, I decided that I wanted a career change in a field I've always been interested in - web development. Now, because I was working full-time, I had to be very efficient with my time-management skills.

**Action:** I did some research, and all that was left to do was just follow my routine and stay committed. I set up a personal calendar and made sure to study HTML, CSS, and JavaScript for at least 2 hours every day. I gathered a list of beginner-friendly books to start with, and once I was done with those, I paid for some advanced online courses to improve my React and Vue.js skills. When I felt comfortable, I started working on some personal projects for my portfolio and did some freelance work part-time while I was still working at Company X.

**Results:** In the end, I'm glad I stuck to my plan and continued with my set curriculum. If I did not have my calendar planned out with specific objectives, I surely would have been overwhelmed. Sure, at times, it felt like I was basically working 2 jobs and that a lot of the material wasn't making sense. But I just kept moving forward, and then, I got my first real break as a junior web dev at Company Y.

#### **Question #5 - Can you describe an instance where your supervisor or manager just gave you too much work with not enough time? What did you do?**

**Situation:** I had a pretty rocky start with my manager at Agency X, as we had different expectations for my workload. Normally, I don't have a problem with a fast-paced working environment, and I tend to thrive when I'm thinking on my feet. But at the agency, I had just finished onboarding, and I was already bombarded with tasks and weekly reports. For the most part, I was managing to get everything done on time, but I realized the quality would suffer if my list of tasks kept getting longer.

**Task:** So, I had to take up my work schedule issue with my manager and let him know about my concern. I decided that being direct, and also respectful was the best approach, and booked the meeting.

**Action:** During the meeting, I remained calm, and just went straight to the point. I explained how I liked my work, but the heavy workload was really impacting the quality of the work.

**Results:** Luckily, he was understanding. I was the first in-house designer they'd hired, and they weren't 100% sure what was a lot of work, and what wasn't. We ended up working together to better define my responsibilities. From then on, I was, for the most part, only getting the workload I could handle without diminishing the quality of my work.

## **Question #6 - How do you deal with unexpected changes to deadlines?**

Interviewers use this question to assess how you react to time-sensitive projects and how well you work under pressure. In your response, highlight your ability to react quickly without sacrificing quality, and emphasize strategies that have helped you adapt to changes in your previous work experience.

**Example:** *"Last April, my manager assigned me to increase a software's efficiency by 3% in 30 days. However, the deadline changed a few days later, and I only had two weeks to complete the task. While I was a little nervous about my ability to complete the task in time, I asked fellow team members for their advice and learned a new strategy that allowed me to increase software efficiency by 4% and exceed my goal in two weeks."*

## **Behavioral job interview questions about communication skills**

### **Question #1 - How do you handle a disagreement with your colleagues? Give me an example of when you successfully persuaded someone to see things your way at work.**

**Situation:** When I was working as a recruiter at Company X, I noticed that one of the candidates who had sent in their application was perfect for the role. Though he didn't have a university diploma and his resume wasn't too polished, reading his cover letter, it was obvious he knew the industry and had delivered clear results.

**Task:** I thought it was worth giving him a shot, but my supervisor didn't see it that way. She skimmed through the resume and told me not to waste time, and just discard the candidate.

**Action:** I was, however, still pretty confident in the candidate, so I talked to the supervisor over lunch. I took a bit of an indirect approach, though. Instead of trying to directly pitch the candidate, I asked her to clarify the job description a bit more. We went a bit in-depth on what, exactly, we were looking for in the candidate, and once we were done discussing it, I told her that we happened to have a candidate that possessed all the relevant experience, but his resume was a bit weak.

**Results:** Convinced, the supervisor decided to give the candidate's application a more in-depth look and realized that they were, in fact, very qualified. She thanked me for bringing it up and agreed with me that the candidate was worth calling in for an interview.

### **Question #2 - What would you do if you misunderstood an important task on the job? Give me an example.**

**Situation:** At my previous internship at Company X, I underestimated the amount of time it would take me to finish a presentation for a team meeting. The deadline my boss gave me was around a week, which was completely fair and I didn't think it would be a problem. However, apparently, we had some miscommunication with what he'd meant with the deadline. I thought it was the date where we would

go through the presentation, edit it together, and submit it like that. Apparently what he'd meant, though, was to have the presentation 100% ready on that date.

**Task:** So, I had to submit a draft presentation first, edit it based on my manager's comments, and then present the report, all within 2 days.

**Action:** I booked a meeting with the manager for the following day, and spent 4 extra hours at the office to make sure that the first draft of the presentation was spotless. We held the meeting the next day, and went through the presentation together to make sure it's spotless.

**Results:** The manager loved the work, and it only took us around 30 minutes to finalize the whole thing.

### **Question #3 - Have you ever had to work under someone who wasn't very good at communicating? What happened?**

**Situation:** Yes, at my last job as a tech recruiter the hiring manager I was working directly with was somewhat more difficult to communicate with. He had very strict and precise requirements on the type of candidates he wanted to invite for interviews. He wasn't open to much communication on the matter or trying new things even when the company desperately needed new hires. This one time, I got a candidate that was a pretty good fit for the job, but was lacking in some aspects.

**Task:** I wanted to make sure that we got the person in for an interview, but I was 100% sure that my hiring manager would shut me down.

**Action:** So, before running the candidate through him, I called them and collected his biggest strengths to present to the hiring manager.

**Results:** The hiring manager did, indeed, end up liking the candidate and calling them in for an interview.

### **Question #4 - Tell me about a time when you successfully explained a technical problem to a colleague or a customer who didn't have a tech background?**

**Situation:** I've worked as a tech support specialist before, so I really excel at this. I've had to explain complex concepts to customers on a regular basis, but to give you one single example, I've had to explain to clients with next to no understanding of computers how to delete a virus on their computer.

**Task:** After trying to give basic instructions to the client, they still didn't really understand much, so I had to come up with a smarter solution.

**Action:** So what I did was, I walked them through the entire thing step by step while explaining it simply but in no condescending terms. Instead of making them do most of the work, I walked them through the process of getting me to connect with their computer, and then I explained to them what, exactly, I did.

**Results:** The customer was very happy with my work, and we managed to fix the issue with their computer.

### **Question #5 - Can you tell me about a time you gave a presentation that was particularly successful? Why do you think it went well?**

**Situation:** Sure thing. As the business development manager at Firm X, there were quite a few opportunities when I had to speak in front of a crowd. The most recent, and successful, one was for the new project we were launching.

**Task:** I was called on to speak for a 2 department-wide meeting, of up to 50 people. Now, I had never delivered a presentation to this many people, but luckily, I knew most of them quite well after years of working with them.

**Action:** Working with 2 other members of my team, I decided to take a more creative approach, and create a short video (a skit) to hook the audience. That was the intro, and then we used PowerPoint and hands-on examples to show what to expect from the new project launch. And finally, we dedicated the last 5 minutes to a Q&A session.

**Results:** It felt longer, but the whole speech took about 15 minutes in total. We got great feedback from the audience, and I was later asked to present at the all-hands meeting the next month. I knew my colleagues well enough and I tried to make the speech as if I was having a one-on-one conversation with a friend - with a few jokes in-between.

## **Behavioral job interview questions about teamwork**

### **Question #1 - Tell me about a time when you had to work with someone completely different from you. How did you adapt to collaborate better?**

**Situation:** Sure, I always enjoy working with new and different people. Usually, because they bring something new to the table. At Company X, there was a particularly young developer who was assigned to work with me on a new software development project, and I was to run him through what our typical coding process was like.

**Task:** It was also my job to get to know him, and find common ground so that we could effectively work together. The fact that he was younger wasn't an issue for me, but because he was completely self-taught, he didn't know a lot about the industry methodologies we used.

**Action:** Teaching him everything from scratch would take too much time. So, instead, I briefly explained the development process (waterfall model) we were using for that specific project, and taught him how to write tests for our code-base. Writing tests is the number 1 way to learn what code does. After all, that's how I got started with development.

**Results:** I also sat down and helped him go through the material at times, but in the end, he surprised me by how much of a fast-learner he was. He just needed a bit of encouragement and guidance. Through this approach, he learned our whole routine in less than a week, while most of our new hires needed at least up to 2 weeks. In return, I learned a lot about multitasking and time-management from him. The whole thing was a win-win situation, and it was all smooth sailing the next time we worked together (which was quite often).

### **Question #2 - What do you do when your team member refuses to, or just can't complete their part of the work? Give me an example.**

**Situation:** There was one co-worker at Company X who was notorious for being bad at deadlines. But she would always end up delivering exceptional work, just a few hours (or worse - days) late. For some reason, the company was ok with this as her work was just too good. So, this one time, the management put us together to work on a time-sensitive project.



**Task:** Our task was to turn in a sales presentation together and have our manager go over it before sending the client the final version. Because of how important the project was, I didn't want to risk going over the deadline - as this would also directly impact other people. Either way, for everyone's sake, I had to somehow get her to hurry up with the project. So, I decided to try and push her a little and see what would happen.

**Action:** I started regularly checking in on her to see where she was with work. I would bring it up at times over lunch, send a quick Slack message, and so on. She wasn't taking this quite well, but it DID get her to work faster and more efficiently.

**Results:** At the end, the constant check-ins and pushing did have a positive effect, even though the co-worker didn't particularly like me too much once we were finished with the work. We even managed to submit the final version of the presentation 2 days before the deadline.

## **Behavioral job interview questions about working with clients**

### **Question #1 - Clients can be difficult to work with sometimes. Can you describe a situation when a client was wrong and you had to correct them?**

**Situation:** Absolutely. One of our past clients at Agency X came to us because his Facebook advertising strategy wasn't working. He was driving traffic but wasn't getting any conversions, so they thought that it was because they weren't reaching the right audience. We realized, though, that it was actually because their product homepage wasn't really that convincing. The client, however, was adamant about "not fixing what wasn't broken."

**Task:** I had to somehow communicate with the client that the service he wanted wasn't what he wanted - there was no way for us to fix his Facebook ads if his homepage wasn't selling the product.

**Action:** We had to give the client an ultimatum - they either go with our approach, or we wouldn't be able to get the results (and hence, work with them).

**Results:** After some back and forth, the client grudgingly agreed to do an A/B test between the existing landing page, and one that we'd propose. So, we tested the two landing pages with the same ads he'd been running, and ended up getting 2.5x better results. From then on, the client was a lot more willing to allow us to experiment with whatever we proposed.

### **Question #2 - How do you handle irate customers? Give me an example.**

**Situation:** Working in customer support, you really get to talk with many different kinds of people. I remember I had one angry customer that called the helpdesk once to complain. He kept repeating the product he bought was faulty and demanded me to resolve the situation then and there.

**Task:** Customers calling for refunds happen all the time, but this one was different as he just kept shouting over the phone the whole time. I had to get him to calm down if I wanted the call to go anywhere.

**Action:** Fortunately, I had experience dealing with loud customers, and knew the first thing I had to do was listen to his story. Halfway through telling his story, he calmed down once he realized I was trying to help. He explained that the product was supposed to be a gift, and that's why he was so frustrated. Then, I offered 2 solutions: a refund or a replacement for his product with express delivery.

**Results:** The customer opted for the replacement option. I called him back once they received the order just to check-in if he was happy with the product. He turned out to be happy both with the product and our service, and thanked me for the help.

### **Question #3 - We all make mistakes sometimes we wish we could take back. Is there a time that comes to mind where you wish you had handled a situation with a client or colleague differently?**

**Situation:** This one client we worked with was particularly difficult. They were extremely unpleasant to work with and treated our staff pretty badly. The management, however, insisted on sticking with them, since they made up for a good chunk of our income. At one point, though, the client just barged into our office and started yelling at their account manager for a small mistake on their end.

**Task:** At this point, I realized that working with the client was really affecting our staff negatively, and we'd be losing some good employees if we kept working with them.

**Action:** So, I set up a meeting with the management team, and gave them concrete facts and figures about the client. Sure, they were paying us good money, but they were really hurting the workplace morale.

**Results:** After hearing me out, the management agreed and fired the client. They decided that overall, the impact such clients had on the company wasn't worth it, and started doing stricter vetting during discovery calls.

## **Behavioral job interview questions about adaptability**

### **Question #1 - Tell me about your first job in the industry. What did you do to learn the ropes?**

**Situation:** Well, my first job in the field was as a junior dev ops engineer. While I did have extensive knowledge of the field, I didn't have too much experience doing it.

**Task:** This made it very hard for me to get started with the job. While I was working almost all the time, I wasn't getting too much done.

**Action:** So, what I did was, taking a lot of my personal time to really work and learn the ins and outs of dev ops. I also made sure to talk to my team members and get their input on daily tasks.

**Results:** A few months into the job, I managed to learn the ropes and ended up being a lot more productive.

### **Question #2 - Can you give me an example of when you had to adapt to a new and sudden change in the workplace? What happened?**

**Situation:** Sure thing. In my previous position as an account manager at Company X, we had to suddenly change all of our CRM software and move all the data to a new tool. The CRM tool we'd been using till now wasn't fit for a growing team, and on top of that, they were upping their pricing, so it wasn't really worthwhile for us.

**Task:** I was put in charge of finding the replacement CRM, as I was the one who knew the previous one inside-out. And this was also an opportunity for me to clean up our outdated info and start fresh. All the while, I still had to handle my daily responsibilities and as usual.

**Action:** So, the first thing I did was ask our sales associates and lead generation teams what they thought of the old CRM, and if there were any new features they were lacking. After doing a bit of research and asking around, I found the perfect tool that had it all - sales analytics, email integration, and more. And because I typically have no problem with learning new tools, I stayed in one evening, transferred our data to the new tool, and wiped the old account. Finally, I sent a new announcement to the entire team about the new software, as well as a video on how to use it.

**Results:** We completed the transfer with 4 days to spare, the team was satisfied with the new CRM, and my daily responsibilities as an account manager didn't suffer.

**Question #3 - Give me an example of when you had to suddenly perform under pressure. What happened and how did you handle it?**

**Situation:** As a seasonal worker, there have been a lot of times where I had to juggle extra responsibilities. My last position as a line cook at Restaurant X comes to mind. During summer, we were pretty much always full, and sometimes, even understaffed to handle all the customers. To make things worse, we didn't have the best shift system at the time either. So, if someone were to unexpectedly not show up for their shift, we'd have to put out the fires as they came up.

**Task:** Which is exactly what happened when one of our waitresses had to cancel her shift due to an emergency.

**Action:** So, I stepped up and took her shift as soon as I had clocked out of mine as one of the line cooks. Luckily, I had previous experience working as a waiter.

**Results:** I was tired and a bit uncoordinated at the beginning, but at the end of the day, everything worked out just fine.

**Question #4 - Tell me about a time you were new to a situation or environment. How did you adapt?**

When I started my last job, I had never worked as a full-time software engineer and knew that I had a lot to learn. However, I made sure to ask many questions and take notes about what I learned, reviewing them at the end of each workday. Eventually, I became familiar with the systems and protocol and exceeded my goals within the first six months of employment.

**Question #5 - As a software engineer, you must be both predictable and innovative. How can these traits coexist in your work?**

By asking this question, the interviewer is likely trying to assess your ability to balance consistency with creativity and gain an understanding of your philosophy toward your work. Try to provide an answer that's true to your philosophy but also reflects the values of the company with which you're interviewing.

**Example:** *"I believe that the balance of predictability and innovation is the foundation of my work as a software engineer. It's important that my team delivers high-quality software within a predictable time frame, but our everyday work requires us to be innovative and develop alternative systems and processes. From my experience, it is an engineer's ability to balance predictability and innovation that leads to their success and potential to be an effective team member."*

## **Behavioral job interview questions about leadership**

### **Question #1 - Tell me about a time when you successfully delegated tasks to your team.**

**Situation:** Well, at my first job as a team lead, I had to really get to know most of my team in order to delegate tasks appropriately.

**Task:** Most team members were new to the company, so I didn't have much to go with.

**Action:** So, I sat down with each team member individually, and really got to know them and their strengths and weaknesses, and distributed tasks based on their personality.

**Results:** Team members were pretty happy with the tasks they got, and started off their relationship with our company on a positive note.

### **Question #2 - Can you tell me about a time when you had to perform a task or work on a project you had no previous experience before? How did you approach this situation and what did you learn?**

**Situation:** In my previous position at Company X, my manager had to leave unexpectedly for about a month due to a medical condition. Fortunately, she was able to give us a week's notice.

**Task:** Because of that, our director asked me to fill in as the interim manager. I was familiar with the basics of management on a theoretical level, and I had worked with my manager closely before, but I certainly wasn't trained to be a manager yet. Though, I wasn't going to say no, and I, more or less, felt confident about my ability to take on the new challenge.

**Action:** So, I accepted the position. The first thing I did was gather the team and let them know about the situation. I was very open about my lack of experience, and asked them to be open about giving feedback when possible. I also asked a manager for an hour of their time to pick their brain and make sure I'm doing everything right.

**Results:** In the end, we managed to get through the month without any problems, and delivered all the projects on time. When my manager returned, she was very pleased with the work, and I even got compliments from our director. Because of my success with the role, I was then promoted to team manager at the end of that year.

### **Question #3 - What are your organizational strategies?**

When answering this question, be honest and reflect on what strategies have worked for you in the past. Discuss which methods were the most successful and why, and show that you understand your own work style and best practices. You can explain your time management strategies and give past examples.

**Example:** *"Over the years, I've found that I perform the best at work when I'm the most organized. For this reason, I have developed a variety of strategies to make sure that I'm managing my time and projects accordingly. For example, I use time management applications on my phone that help me stay focused, and I limit multitasking when possible so that I remain concentrated on one task until I fully execute it."*

# Cultural Questions

## Would you like to work overtime or odd hours?

I know that in the company being asked to work for an extended number of hours comes with a good reason, so I am ok with it. It an extra effort means I am doing something for the company, I'll be happy to do it.

## What is more important to you: the money or the work?

- "Money is always important, but the work is most important for me."
- "I would say that work is more important. If we work and achieve Company goals then obviously money would follow. I believe work to be prior."
- "Work is more important for me. Working just for money may not be fulfilled if I don't feel satisfied with my job. My work makes me stay productive, and money would naturally come along well."
- "I think money probably matters to me about as much as it does to anyone. It's vital and necessary for us to live and prosper but, at the same time, it's not my single most important driving force. I believe that money is rewarded for work."

## Why should we hire you?

"I believe that everyone starts with a beginning, I need a platform to prove my abilities and skills. I think your company is the right place to explore my abilities. I need to be a part of your growth. I will do my level best."

"I have a good experience in that particular field (field of your specialization), and I think my talents will be a big contribution to the continuing pursuit of excellence of your company."

## Assume you are hired, then how long would you expect to work for us?

"I will do my best for the growth of your company as long as I have the career growth, job satisfaction, respect and a healthy environment, then I don't need to change my company."

"I will work with the company as long as my presence benefits the company and I get ample opportunity to grow and develop both professionally and monetarily."

"Everyone looks for a bright future, healthy work environment, good salary, job satisfaction and I am pretty sure that your company gives such things, so I don't need to change the company."

"I will work with the company as long as my presence benefits both the company and mine in parallel. So your company gains good results, and I can be in a good position to improve my skills."

## **How would you rate yourself on a scale of 1 to 10?**

"I will rate myself 8 out of 10 because I would never like to think that there should be a room left for putting in more efforts. That thought will create an interest in learning the things. Thank you very much for giving me this wonderful opportunity."

"I will answer this question based on some parameters. As far as hard work is concerned, I will rate myself as 8 because there should always be a scope to increase our skills which will create an interest in learning the things. When it comes to creativity, I would like to rate myself as 9. In the past, I have designed banners and brochures which were appreciated by the clients. To talk about patience, I will tag myself with 6 because I am an entry-level professional. Same as personal life, even professional life needs more experience for more patience. That is probably why in most companies, senior management looks more patient than entry level or even middle level. Overall, I would rate myself as 8 on a scale of 1 to 10. "

## **What is your objective in life?**

"My short-term goal is to work in a reputed organization like yours where I can enhance my technical skills and knowledge.

My long-term goal is to see the company at a topmost position where I am one of the people responsible for that."

"My goal is to become a successful person and make my family proud of me."

## **What are your greatest strengths**

"I am highly organized. I always take notes, and I use a series of tools to help myself stay on top of deadlines. I like to keep a clean workspace and create a logical filing method so I'm always able to find what I need.

I find this increases efficiency and helps the rest of the team stay on track as well."

"My main strengths are the ability to use my initiative to take on challenges. I am always proactive at what I do, and that keeps my mind stimulated and focused."

"My greatest strengths would be my intelligence and thoughtfulness. I believe that in every work environment you need to process every step and be detailed in your work. "

"My time management skills are excellent, and I'm organized, efficient, and take pride in excelling at my work."

"My greatest strength is my ability to focus on my work. I'm not easily distracted, and this means that my performance is very high."

“My biggest strength is my Confidence. Apart from that, I am Hardworking, self-motivated with a positive attitude towards my career and my life. If I have a problem, then I think its an opportunity for me to express my ability. “

## **What is your greatest weakness**

“In the past, I had great opportunities to work with startups. Sometimes, they had very tight deadlines because they had to show MVP or PoC to investors on time. But I usually strived for the perfect result and pay too much attention to detail and sometimes, it caused missing the deadline.”

"I used to be very disorganized, always forgetting assignments and birthdays. But I managed to work out a computerized system of to-do lists and reminders that keep me on top of everything."

"I am a straightforward person, and I cannot say no when someone asks me for help."

## **What are your hobbies?**

My hobbies are dancing, Internet surfing, playing Chess, listening to music, watching the news channel. In my spare time, I like to read news on my phone and traveling to my hometown. Thank you for giving this opportunity to introduce myself.

## **Explain, how would you be an asset to this organization?**

"To become an asset for an organization, we have to punctual, dedicated, quickly adapt of the environment and positive working attitude I have all of these qualities so I will prove an asset for this company."

"My skill in XYZ company is outstanding. I have earned a lot of certificates and awards from my past employers. As an employee, I can handle pressure with ease and can work with minimal supervision."

## **Would you lie for the company?**

"It depends on the situation if my lie creates a positive impact on the company and It was useful for many people, then I will lie."

"It depends on the situation if my lie creates a positive impact on the company and It was useful for many people, then I will lie."

## **How do you get to know about our company?**

I get to know about your company from several online websites.

## **What does success mean to you?**

"If I feel I am making a difference working with a team of people to make a more profitable company. It is a success for me."

"If I put a smile on someone face and make him happy, it is a success for me."

## **Describe yourself in one word?**

Original, genuine, logical, incredible, focused, curious, active, quick, balanced, achiever, etc.

## **What is the difference between confidence and overconfidence?**

Confidence is based on facts and knowledge, and overconfidence is based on speculation. There is a small difference between confidence and overconfidence.

"Yes, I can do this work is self-confidence. But only I can do this work is overconfidence."

"Confidence is an internal belief that I am a right person for this job and overconfidence is thought that I am only the right person for this job."

## **Just imagine that you have enough money to retire right now. Would you?**

"No sir, I don't think so. I am a professional, and I love my work, so there is no question to leave my work. Yes, it may be that I would take a break to spend quality time with my family."

## **What makes you angry?**

"Sir, I am not a short-tempered person, but I feel a bit of annoyance when someone disturbs me in my work without a genuine reason. Although I am an even-tempered person, when I get angry, I try to channel my negative feeling in my work."



## **What was the most difficult decision you have made in your past life?**

“After completing my graduation, the toughest decision is whether to go for higher studies or do a job. Then I chose the job because getting trained is better than educated and it was also the demand of that time.”

“My toughest decision was to take admission in B.tech. I belong to a middle-class family, and my father was not in favor of taking admission, but I convinced him, and today he is very happy.”

“Before some time when I had to choose between joining a group of employees protesting some issue, and staying away from the issue. I ended up being a mediator between our immediate supervisor and employees, and I am glad I made that decision because it all ended well and without further conflicts in the company.”

## **Why did you apply to this job? (Why should we hire you for this position?)**

In my next position, I'd like to continue building my project management and leadership skills. I reviewed the job description and saw an emphasis on team leadership and project management, so it seemed like a great fit. And since I've already spent 3 years managing 7-figure client projects and leading a team of five people in my most recent company, I'm confident that I could get up to speed very quickly and start contributing results for you in this role.

## **Where do you see yourself in 5 years**

My career goal is to be a staff engineer in next 5 years by growing architect and management skills.

## **How do you handle conflicts with team members?**

When I faced with a conflict, I like to ask questions and understand my coworker's perspective. This helps keep the situation calm, helps them feel like they're being heard, and after this, I've found it's much easier to come to an agreement or compromise while both staying a lot calmer.

## **What motivates you most**

Learning new things, coming up with creative ideas to improve something, or make something new, analyzing complex data in order to draw clear and simple conclusions, working well as part of a team.

## **In your opinion, what are the principles of good software engineering? What are some basic principles everyone should follow?**

I think one of the main principles of software engineering, and one I try to live by, is to keep things as simple as possible.

You're often already dealing with complex algorithms and design concerns, so no need to make things even more difficult with overly complicated, resource-heavy code.

Your code should be simple, lean and easy to read.

If you start there, the rest will follow.

## **What do you do outside of work?**

A lot of my spare time lately has been dedicated to teaching myself how to keep work-life balance.

Besides, I love watching football matches as well as playing the game with friends. My favorite football team is Real Madrid.

## **How do you work with non-technical clients? (Tell me about a time you had to work with difficult client)**

First, I would try to understand the big picture of his/her requirements. And going into details, relate his business requirements to technical field and let the client understand the approach that I am going to vet. It is very important to understand the difference between me and the client (technician vs non-technician) and always try to keep consistent and assertive communication. After discussing the requirements, it would be good to draw development roadmap to the client and upon mutual agreement, start the work.

Sir, it's a career move. I have learned a lot from my last job, but now I am looking for new challenges to broaden my horizons and to gain a new skill-set.

## **How do you handle urgent deadlines?**

I am used to working under tight deadlines, so I set my most urgent tasks at the top of my to-do list every morning when I get to work. Then, I establish a clear deadline for myself that's usually a day in advance of company due date. Recently, I had to shift around my workload to accommodate an urgent

product order. The client wanted custom modifications to the product completed in a week, but our normal lead time for implementing modifications is around 10 to 14 days. I communicated with my production department and manufacturing team to implement urgent changes in the production timeline. These adjustments allowed us to ship the product to the client on time, effectively reducing the time it took to apply the customizations by three days.

## **What do you value most?**

I value happiness. By keeping this value at the center of my life, I am able to easily make decisions in the best interest of my family, my business and myself. A happy family, a happy home and a happy work environment add up to a happy life. I value making a difference in life and living with integrity.

## **Do you have any experience in mentoring others? or onboarding juniors to your project?**

Yes, in my last position, I organized the onboarding process of junior developers in the company. Introduced the general development flow, projects we work on, version and task management, etc. Also mentored their work for 6 months to ensure they meet the company standard and produce efficiency work results accordingly.

## **What are the various types of software maintenance?**

Maintenance types are corrective, adaptive, perfective and preventive.

**Corrective:** This type of maintenance is used to remove the errors spotted by business users.

**Adaptive:** This maintenance activity is performed to check the changes made in the hardware and software environment.

**Perfective:** This type of maintenance is used to implement changes in existing or new user requirements

**Preventive:** This maintenance activity is performed to avoid any issues in future implementations.

## **What is the worst job you ever had?**

If I had to pick the worst job I've ever had, it was probably back to my very early job, working as a volunteer for an insurance company. They often scheduled me to work immediately after class, which cut into the time I had to study, and they often had very tight deadline.

## **Tell me about a time you made a mistake (failure)**

In my first job, my manager asked me to develop several forms of tracking projects. I said “yes” immediately because I wanted to deliver result and demonstrate my skill asap. But as I started working on the project, I realized that I didn't understand the overall goal. And the project ended up creating templates that didn't meet my manager's expectations.

My manager was disappointed in me. She told me that if I had asked some clarifying questions, I would have delivered better result. I admitted to my manager that I had made a mistake and learned that it doesn't make me look stupid when I ask questions and it's better to speak up quickly. That's how I've handled those situations ever since.

## **How would you describe yourself with one word?**

I am highly organized.

I always take notes, and I use a series of tools to help myself stay on top of deadlines.

I like to keep a clean workspace and create a logical filing method so I'm always able to find what I need.

I find this increases efficiency and helps the rest of the team stay on track as well.

## **What salary (expectation) are you looking for?**

I'm more interested in the role itself than the pay.

That said, I'd expect to be paid the appropriate range for this role, based on my 8 years of experience.

I also think a fair salary would bear in mind the cost of living here in Hong Kong.

## **What are you passionate about?**

One area that I'm passionate about is self-development and self-improvement in my personal life. I'm always looking to challenge myself and learn new things. That's one reason I enjoy working in software engineering; I've learned great communication skills, architecting skills, and problem-solving skills that help me in my day-to-day work but also in my personal life in terms of confidence, communication, etc.

## **What makes you unique from other candidates**

Working at a startup gave me an opportunity to understand the ins-and-outs of the industry, and to take on tasks I might not have at a larger company. I think this experience gives me a slight edge over other applicants.

## **How long will you stay with us?**

As long as there's a lot of work to do, then I'd be happy to stay for a long time. Since I'm a busybody, I like to being productive most of the time.

## **Are you a team player? or do you want to work alone?**

It depends on the task.

When it comes to brainstorming, teams produce great ideas with multiple input, and teams can highlight people's strengths.

But I certainly enjoy working on my tasks as an individual as well, since in many ways it takes the ability to work alone for the team to fully succeed.

## **What is your workflow process for sticking to a project timeline?**

Time-management is one of my strengths. I will divide the project requirements into smaller chunks and schedule the work process according to them. Practically, I am a fan of Agile methodology which handles it pretty nicely

## **What would you do if you encountered unexpected difficulties on a project?**

Rather than trying to find the solution by myself and spending much time on it, I will share it with the team and find the solution together.

## **What do you do when you sense a project is going to take longer than expected?**

I let the team-lead/product-owners know about the possible delay in the product delivery with proper reasons. And find the possible solution together.

## **Tell about how you work under pressure**

This is a story when I worked as a lead developer at a US company. We were an agile team and worked on sprint by sprint, which usually took 3 weeks to complete. One day, Scrum Master said that the client wanted the sprint delivered in 2 weeks. I met with our team and reviewed the calendar. We eliminated team meetings and shifted lower-priority tasks until the end of the 2 weeks period to add extra hours to our workweeks.

I challenged my team to complete the project within 14 days or left and as a reward promised two days of extra PTO time. Our team got the job done in 12 days.

## **Do you have any questions for me?**

“Thank you for giving me this opportunity. After my overall performance till now if I got selected what I need to improve and if I'm not selected how can I succeed further. Can you give any advice sir?”

Well prepared questions. Very important moment to move forward or not.

1. What's the makeup of the team as far as experience? Am I going to be a mentor or will I be mentored?
2. What does this company value the most and how do you think my work for you will further these values?
3. What kinds of processes are in place to help me work collaboratively?
4. What should be the most challenging part of this position?
6. What's the most important thing I can do to help within the first 90 days of my employment?
7. Do you have any questions or concerns about my ability to perform this job?
8. When top performers leave the company why do they leave and where do they usually go?
9. What do you see in me? What are my strongest assets and possible weaknesses? Do you have any concerns that I need to clear up in order to be the top candidate?
10. Who are the “coolest” people on my team? What makes him or her “cool? Can I meet them?

**What is the most inventive or innovative thing you have done? Describe something that was your idea, e.g., a process change, a product idea, a new metric, or a novel customer interface. It does not need to be something that is patented. Do not write about anything your current or previous employer would deem confidential information. Provide relevant context for us to understand the invention/innovation. What problem were you seeking to solve, and what was the result? Why was it an important problem to solve? How did it make a difference to the business or organization?**

I was committed to one project that develops the web platform which provides the document encrypting service when I was at Ceridian.

After launching the production successfully, we should decide how to provide the APIs to the customers. Most team members agreed to provide the API documentation since we have well-structured swagger documentation about the APIs. But I had another idea that can provide a more user-experienced and user-friendly interface.

The idea was to develop the node and python packages that customers can easily integrate into their projects and access the APIs using wrapper functions. Of course, it requires more effort and time to develop new packages. But as you know, we should always care about customers when we release in production, so that we can get more rating in the market. After careful consideration, the company had decided to go with my idea.

Finally, we can deliver an easy-to-use and qualified product to the customers. And we can get a bunch of subscribers and 5-star feedback at the same time.

## **What was the biggest mistake of your life?**

I think the worst mistake I ever made at work was in my first ever job - five years ago now. A more senior member of the team seemed to take an instant dislike to me from the start, and one day she was particularly unpleasant to me in front of several colleagues.

Later on, I was talking to one of those colleagues who was, I thought, attempting to console me. Angry and hurt, I foolishly vented my feelings and told her what I thought of the lady in question. I was naturally shocked to find out that she went on to tell everyone what I had said and this certainly didn't help my relationship with the team member who was causing me problems.

Rather than let the situation carry on, I chose to have a quiet word with this lady to find out what her problem was with me and to see if we could put it behind us. It turned out it was nothing personal; she just resented the fact that a friend of hers had also been interviewed for my position and had been turned down. Once we had got matters out into the air, her behavior changed, and we got on quite well after that. However, I certainly learned a lot from experience. I learned that careful communication is vital in managing interpersonal relationships and that if I have a problem with someone, it's always best to talk it over with them rather than with someone else.

## **Describe the three things that are most important for you in a job?**

"According to me, Honesty, Loyalty, and determination to achieve my team's target are the three important things in a job."

"According to me, Professionalism, growth and a healthy work-life balance are the three important things in a job."

## **What are your expectations from the company?**

I have always wanted to work with an organization which provides a very comfortable and home like work environment. I would like to work in the company where I can get the opportunity to learn and enhance my skill to become a better professional in the future.

## **What gets you up in the morning?**

*It is my promise that gets up me in the morning. My promise is to learn something new and someone in need. It provides me the satisfaction that I am making a difference in someone life.*

## **What is your favorite book?**

*This question is asked to judge your taste about reading books. The interviewer wants to know what types of book you like. Would you fit for the company culture?*

*Answer this question according to your sense, your knowledge about the book. Only named the books you have really read. You should choose something from a reputable author that your interviewer has probably heard of.*

## **As you said, internet surfing is your hobby. Which site do you surf mostly?**

*This is your choice that which sites you surf most, but while answering this question always refers to sites which are relevant to your field of job. Don't take the name of social networking sites or other irrelevant sites.*



