### Interview Questions

* What do I want out of my next company?
  + I want leaders that are forward looking. I want them to have vision and to be pushing departments into the future before anyone else is there. I want a culture that is more excited about changing technology and its opportunities than fearful because of its threats.
* What is your greatest professional strength?
  + Vision – slow down and think about where things are going and as it relates to analysis, think about the narrative.
* What is your greatest professional weakness?
  + Won’t ask questions – I often want to do things on my own to the point where I take too long to say my questions out loud.
* What is a critique of your old job?
  + Working in silos – I wouldn’t say this is a critique because it worked for them but I didn’t see it as what I needed. I wanted a little more conversation, a little more collaboration on the different problems we were tackling. I was given a lot of autonomy, but I would have liked a little more structure as someone who was so early career.
  + GEICO – lack of documentation – It was not in anyones incentive to document. The only way you could learn the definitions of some columns was to ask other people and then you still just had to trust that they remembered or were told correctly. Felt like data telephone
* What is something you liked about your old job?
  + Trust – While I do like to collaborate, my bosses gave me a lot of autonomy which I really appreciated. It showed that they trusted me.
* What is a time you encountered and overcame a difficulty?
  + GOMESA DATA - My first job required that I clean a lot of very messy data when I was first brought on and do some data manipulation that I had never had the experience doing before. I learned some econometrics modeling in undergrad, but I hadn’t realized how that was often such a small percentage of working with data.
* What is a time you encountered conflict and overcame it?
  + I would not say this was some hard conflict, but one of my first tasks on my team at GEICO my supervisor and I wrote what was hopefully equivalent code. We got different answers and I combed through my code to find all the mistakes. I did find a mistake in mine but it still didn’t seem to be right. After way too long of looking at mine I started looking at his. At some point I noticed that he did some subtraction with nulls that he thought got turned to zeros.
* Why do you think this role is a great next step in your career?
  + Interest and Application of Economics – I have an interest in the application of statistics and econometrics in this framework. I also think that trying to capture the vision for what customers need through a mix of intuition and statistics fascinating. Also, I have good business intuition from economics.
* What are some hobbies of yours?
  + Reading, cooking, baking, working out, podcasting, learning new skills, smoking cigars, playing board games.
* What is your proudest accomplishment?
  + Probably my work on the GOMESA project as a student worker.
* Would you have any problems moving to DC?
  + None

### Interview questions with Sam

* What are you looking for in your next workplace culture
  + Collaborative
  + Not siloed
  + Enjoy solving problems together
  + Supportive of questions
  + Learning environment
  + Open environment – not afraid to say opinions
* What kinds of work activities or tasks to you find most fulfilling?
  + First look data analysis.
    - You get the opportunity to find the first look insights that can be really exciting.
* What do you look for in a manager?
  + Somebody you can learn from because they are competent and willing to teach
  + Somebody who is open to ideas from the team (humble)
* What do you know about ***Capital One?***
  + Large retail focused bank that has a reputation for being tech focused.
* Conflict
  + The only real conflict I can think of was pretty minor. We were doing some research on the losses we were seeing from a manufacturers EV’s and why they were behaving so differently over time. The team I was working with was under time constraints so they wanted to only look at one half the picture to see if that fit with their hypothesis that there was a certain panic increase in premiums that over shot the costs rather than the costs themselves decreasing.
* Talk about a time that you failed in the workplace?
  + I made a mistake in code that I caught over a month later after it left peer review, and I was very nervous to tell my supervisor because I was embarrassed of that failure. I wrote some functions and loops for those functions to get the numbers of new widows on our policies at certain points in time. We had to do this in a very convoluted way with lots of filters on the data. I was fairly inexperienced and sometimes our data documentiation wasn’t well organized. At the end of the day though, I didn’t catch it at first and neither did the analyst who checked me. I had to go to my boss and let him know that I had messed up. He was gracious, however, and it honestly worked out because after I corrected the filters, it was immaterial to the decision we leaned towards.
* How do you manage your time?
  + Apps, bullet points at the beginning of the day, etc.
* Name something in the job description that you really liked
* Do you like working on a team or do you like working alone?
  + Want to get across that I value both.
  + Working alone has merits and people need alone time to do that type of work that requires uninterrupted focus, such as coding.
  + However, ideas are often stronger after being evaluated from diverse perspectives. A single person is narrow but a group of people can view a wide picture and see flaws or strengths from multiple angles
* Talk about you were asked to do something you had never done before and tell us how that went.
  + I had modeled a lot in statistics
  + Had never cleaned data
  + Had to do things in stata
    - Googled everything and used the Help command a lot
    - Was slow at first but got faster quickly
* Describe a situation in which you embraced a new system, process, technology, or idea at work that was a major departure from the old way of doing things.
  + Talk about how I tried to get API adoption to retrieve things from fred and the BLS
    - Left too early and I don’t think anyone uses it
  + I had to get used to working in an Agile environment. At first I thought that the daily meeting was a bit much and could be spaced out to 3 days a week. Then I saw the strength after a while and how it allowed people to bring up projects to managers that they were blocked on so that these projects could get unblocked. When managers later asked for input if the days of the week should be lessened I switched sides to those in favor of keeping it altogether.
* Recall a time when you were assigned a task outside of your job description. How did you handle the situation? What was the outcome?
  + At both of my jobs on my resume I was never assigned anything outside of my job description. At both I was more or less an analyst. I analyzed.
  + Not sure if this is exactly what you want from this question, but I built a deck one summer at a construction internship
    - Perseverance
    - No job too low
* Tell me about the biggest change that you had to deal with. How did you adapt to that change?
  + I had to transition from being a led student worker to being someone who had to set the pace of work for myself
    - I had to organize myself on projects
* Tell me about a time when you had to adjust to a colleague's working style in order to complete a project or achieve your objectives.
  + The first guy I worked for was a phd in econometrics and I was fresh out of undergrad
* Can you tell me about a time when you stepped out of your comfort zone at work?
  + I had to stata code for the first time and at first I had a really difficult time with it. I had zero confidence at first but I soon grew in confidence and by the end was pretty certain of my abilities
* What's the most interesting thing about you that's not on your resume?
  + I don’t necessarily have a great answer for this but lately I have this hobby:
    - Mixing drinks
  + I really get down at weddings. Like shamefully drunk or sober. Doesn’t matter.
* What would make you choose our company over others?
  + I am really interested in banking and how it can serve the everyday person. I think that Capital One has its sights set on empowering the individual with better banking services. I also think that its bottom line and therefore its driving incentive is aligned with that. Profit is a great motivator and I think some companies are motivated to do more harm than good but capital one is largely motivated by it to serve.
* What's the biggest misconception your coworkers have about you and why do they think that?
  + They think I like pokemon go
* Give me an example of when you had to work with someone who was difficult to get along with. How did you handle interactions with that person?
  + There was a guy at my last job who was very good at his job but was just stretched way too thin. Several of my projects ended up depending on him though and so I tried to make the most out of each email or conversation with him because I didn’t know when my next opportunity would be. I also tried to include other people who might know about my projects to take some of the pressure off of him.
* What part of your last supervisor’s management style did you like? What part of it did you dislike?
  + Jason - I really liked my last manager. He hit a pretty excellent balance of empowering his employees with trust but also being able to ask the right questions to make sure the product held up to scrutiny from higher ups. He also had really good priors and was mostly correct. The first thing I worked on he was expecting different results but was willing to accept my results after he looked through my code.
    - I disliked that he didn’t give back more feedback on where I needed to grow. GEICO had a CE program and I appreciated full autonomy on designing my own, but I would have liked it if he gave input at all. I think he was trying to be empowering but I would rather he’d have shown his thoughts on what my skills lacked.
  + Stephen - He left me a little too autonomous for my taste. I appreciated the trust that gave me, but I really would have liked a little additional oversight from him.
* Tell me about a time when you needed to make a firm decision without firm data to back up the decision. How did you handle it?
  + This is perhaps not exactly the same thing, but it is the closest experience I have. We had a project that didn’t have as much data that we would have liked, but we also had pretty strong priors before we started the project on what the situation actually was. We decided that the best way that we could offer our opinions on the project was to come in with our professional opinion of the situation and then say that we could not find any data that would disprove our hypothesis.
  + We also supplemented the data with a survey. We took people out to the highway and asked customers about their shopping patterns and why they chose to shop where they shop now. Most of the areas we surveyed had lots of increased traffic which was why they grew. One area that had a lot of complaints had many newer competitors move in. It only made sense that these older establishments might feel crunched with the new competition.
* Describe a situation where you needed to persuade someone to see things your way. What steps did you take? What were the results?
  + I needed to persuade someone to look at results from multiple angles who had a lot more experience than me and did not have time to properly examine the problem like I had. My old bosses wanted to explain why a metric that incorporates premiums and losses was changing likely because of premiums as is usually the case. However, the line of vehicles in question was relatively new so it was not necessarily unlikely that losses were more volatile than usual and could have caused the imbalance. Losses even had some appealing theoretical reasons to decrease over time.
* Give me an example of a time when you felt you led by example. What did you do and how did others react?
  + I was working on a surveying project and we had a limited number of surveyors. They also didn’t love the work and lacked motivation. I made sure I was enthusiastic and animated with talking with the student workers about getting surveys. I tried my best to make them feel like I was going through the pain of interviewing too (I was)
* Describe a time when you volunteered to expand your knowledge at work, as opposed to being directed to do so.
  + There was a period at my last job where work was a bit slow, so, I started learning some R to be able to streamline our data acquisition process.
* Tell me about a time when your manager or a team member gave you critical or constructive feedback. How did you address the feedback? How did you react?
  + My first supervisor taught me a lot about writing and conciseness. His father was a phd in English and it showed. He gave me some critiques about my writing that at first I was embarrassed by because teachers had always given me decent approval for it. He let me know I had lots of room to improve. After I internalized it though, I could easily recognize that he was a much more excellent writer than myself and I tried to pick up a little more on his logic and style.
  + My very first job demanded once to twice a week communication and besides that I mostly did everything myself. My job at GEICO required much more frequent communication and my supervisor let me know that I was communicating not quite enough. I told him my concern was always that I would bother him with unnecessary questions I should figure out on my own but eh let me know it was his priority that I ask questions quickly so that work isn’t blocked.
* Tell me about a time when you had to juggle several projects at once. How did you organize your time? What was the result?
  + I had to juggle several things at work every week at GEICO. We worked in the agile environment and everyone took on around 13 points per sprint. It was all about recognizing your stories priority relative to your other stories. The level of priority is determined by whether the stories incompletion could block someone else or if a deadline is coming up.
* Describe a time when you felt stressed or overwhelmed. How did you handle it?
  + When I was in graduate school, I felt very stressed and overwhelmed because I didn’t super see myself as prepared to do the level of math that they required of me. After moving on from mourning the lack of my free time, not only did I study a lot more than many in my program, I also learned smarter ways to study. I used a flashcard software that helps manage workload that was very effective for me.
  + I felt a little overwhelmed by some of my first stories at GEICO. I felt like I was working with so little experience when it came to knowledge of our databases and things were not always well documented and easy to find. I had to rely a lot on asking people what the best way of doing something was without knowing for certain what they suggested was correct.
* Tell me about a time when you had to communicate an uncomfortable message to your manager or your client. How did you handle it?
  + Generally for the year that I worked I had good news to tell my manager.
  + I had to tell my manager that I had made an error on a project that I needed to take the time from current projects to fix. The error turned out to only make minor differences in results but I did not know that at the time. I was frightened to come clean.
* Have you ever had to "sell" an idea to your coworkers or group? How did you do it? What were the results?
  + I wouldn’t say that I ever had to sell an idea to coworkers or my group so much as we all talked together on what we thought. If I had to say something similar though, I would say that the first project I worked on, GOMESA, had a really nice conclusion that I discovered which remained a major part of our eventual report. I felt like I had to work hard to convince my boss though of my idea since I was a lowly student worker. I ended up making a great data visualization that explained my finding.
* Describe a situation in which you had to lean on data to inform a decision.
  + As an analyst, I mostly had to provide data that informed other decisions. There were a group of customers that we considered putting a premium cap on though because we were afraid current practices were treating them unfairly and exposing GEICO to negative press risk. The analysis I provided help tip the scales towards implementing a cap for these customers. I left before it was implemented though.

### Narrative that I can use for multiple purposes

1. GOMESA
2. J-Turns
3. J-Turns surveying
4. Zachry Construction
5. Industrial Organization elective
6. Maybe Case Study class in undergrad
7. Literature review for crowd-out
8. First time writing statistics code

### Questions for Interviewer

1. Is there a plan for bundling or at least system for management of other types of insurance products. Clearly your auto business is what sets you apart but allowing people to manage other types of policies only improves user experience.
2. Is there a plan to tell people how they can drive better?
3. Is there a plan to tell people where to drive?
4. What skills do people gain or improve at in this role?
5. How do you measure performance?
   1. How often do you measure performance?
6. What does career progression look like for this role?
7. How are large projects managed?
   1. Agile?
8. What does continuing education look like in this role?
9. I have a lease in navy yard and could commute to mclean but it would be a large percentage of my every day.
10. Are there any projects in particular that I could be assigned to?

### General Interview Notes

* Went public in February of this year
* 400 employees
* Remote 100%
* Eastern hours are okay and many are even on this time