**PLEASE DUPLICATE BEFORE USE**

Hello Ironhacker,

This document has the most frequently asked questions that you can find in an interview. We did not include all of them, but all the answers can be used in different contexts and situations.

There is no way to anticipate what exactly your interviewer is going to ask you, however this guide will help you have some examples and stories ready to use, so you can tweak and adapt on the go to different questions.

This guide will be helpful for the Interview simulation on day 4, where you will be asked to be an interviewer and perform a mock interview.

But it will also be useful for you to prepare later for the real interviews. How? if you write your own answers to all of them. It is important that you **think the answers through**, look for relevant examples and do give one sentence answers, but do not go on for too long (4-5 sentences should be enough).

Kind regards,

Ironhack Careers Team 👩🏽‍💻👩🏼‍💻

**A) Introductory questions**

**1- Tell me about your professional experience**

* Remember your pitch
  + 2 mins max
  + Who are you?
    - Junior Frontend/Data Analyst/UXUI Designer/CS Specialist with X years experience/background in… *(don’t talk TOO much about your background experience, unless it’s very related to your new career path)*
  + What led you to change your career?
  + What did you enjoy the most about the bootcamp? What was the most challenging and how did you overcome it?
  + What are you looking for now?
    - Why would you love to do that in THIS company you’re interviewing for.

**2- Why did you decide to change your career and do Ironhack?**

* When did you start developing an interest in WD, DA, UXUI, CY?
  + What made you decide to enrol at Ironhack?
  + What are you most proud of this decision?
  + What could you mention that could inspire the interviewer and highlight some of your skills?

**3- What are you the most passionate about in Web-development/Data/UXUI/CY?**

* Reflect on it. Write it on paper - it has to be genuine!
  + If some of it relates to the job you’re currently applying to, even better!
* What are you most excited about learning in the coming future?

**4- Which are your 3 main strengths? Please explain them and provide an example of each.**

* Make sure you take time to reflect on this question. The purpose behind this is for the interviewer to understand how self-aware and humble you are.
* Be genuine
* If you need help or a wider perspective on your strengths, you may want to ask a few of your bootcamp colleagues, a former manager, etc.
* Mention soft skills that you reflect on your job/academic experience.
* Think of how these skills could also be relevant in the new job and/or how they could help you do adapt to the career change

**5- Which are your 3 main weaknesses? Please explain why you think they are weaknesses, what do they mean to your job and how you are trying to improve them**

* Make sure you take time to reflect on this question. The purpose behind this is for the interviewer to understand how self-aware and humble you are.
* Be genuine. There’s nothing wrong with having weaknesses or areas for improvement.
* If you need help or a wider perspective on your weaknesses, you may want to ask a few of your bootcamp colleagues, a former manager, etc.
* After mentioning each one of your weaknesses - make sure you also say what you’re doing/will do to improve on it!
* Make sure you don’t say a weakness that represents a requirement for the job itself!
* Never say - I don’t know. There’s always something to work on!

**6- Describe 3 achievements that you have accomplished during your career.**

* Make sure you take time to reflect on this question. The purpose behind this question is for the interviewer to understand how you planned and executed a specific project, and if you analysed results and iterated accordingly.
* Ideally mention examples of your professional/academic achievements - but if you can’t come up with any good ones, feel free to pick a personal achievement of yours (i.e. moving continents and learning a new language, etc.!)
* Feel free to talk about your bootcamp projects!

**7- What would your boss say if I asked them about you?**

* Make sure you take time to reflect on this question.
* Talk about your soft skills and the value you bring to your job.

**8- What is your favourite tool/technology to work with? Why?**

* As the question says, justify what exactly makes it your favourite.
  + What makes the tool effective/fun for you?
  + What impact does it have on the job you do?
* It is okay to have several favourite tools too, you can show that they can serve different purposes at work and that you are flexible to change and learn new tools.
* Is this tool a requirement for the job? Even better! Or if it is similar to one of the job requirements - highlight that too.

**9- Why do you want to leave your current job? Or why did you leave your last job?**

* Be genuine about this.
* Be careful to talk negatively about a previous employer. Measure your words but be honest (i.e. I stopped learning, I needed a new challenge after X years, etc.)
* Don't expand too much on your past role but redirect focus on now and future - what do you want to do instead? If they can offer that - it's win-win!

**10- What kind of companies and jobs are you looking for?**

* Refer to your first Career Week deliverable.
* Be specific, but not too demanding. When in a real interview, use the job offer as a reference and try to see if there’s a march between your desired job environment and the one offered by the company.
* How do you envision your professional environment?
  + What type of organisation?
  + What kind of team would you like to be surrounded by?
  + What are the values that are so important to you?
* Try to finish off with how you believe this job opportunity/company would be a fantastic fit for you for XYZ reasons! Show motivation!

**11- Which would be your ideal job?**

* Same as above

**12- Which are your short term and long term goals?**

* Refer to Career Week deliverables 1 and 4
* Take time to reflect on this properly. It’s an important question that says a lot about your capacity to have a professional vision and plan ahead.
* Consider various things in the short term such as opportunity to learn from others, acquire new skills, technologies to work with, professional growth, etc.
  + For long term - become a Senior WD, DA, UXUI, CY specialist and teach others, lead my own team, start my own company one day, etc.

**13- How do you see yourself in 5 years?**

* This question requires previous preparation and reflection.
* Where would you like to be in your career in 5 years time?
  + What about your personal life?
* Where do you stand now in relation to that long-term goal?
* How are you planning to get there?
* Don't worry if you don't have it figured out (most of us don't), instead try to give some ideas and possibilities, you can even split the years in shorter chunks, show ambition;
* Avoid naming specific titles and be too ambitious (will become a tech lead in 1 year), stay flexible and humble, you don't want your answer to limit the opportunities the company might provide you with in future.

**14- What are you passionate about?**

* This question can be a mix of professional and personal elements
* Think about it and name a few things you’re passionate about your new industry
* Also name some of the things you care about in life (i.e. sports, travelling, sustainability, playing drums, etc.!)
* If you can tie it up with what the company does (product, services or company benefits/culture), even better!

**B) Behavioral questions**

*Please check STAR Method on this documents’ last page for tips on how to respond to these questions*

1- Explain the hardest situation you have experienced in your professional life.

2- Tell me about a mistake you have made during your professional life, how did you solve it?

3- Give me an example of a delicate or important decision you had to make and how did you do it.

4- Tell me about a moment where there was an important change in your work life and how did you handle it.

5- Explain a past situation where you showed great leadership skills

6- Describe a situation where you showed initiative

7- Tell me about a time where you had to be creative

8- How do you handle stressful situations at work?

9- Give me an example of a complex problem you have solved in your previous experience

10- Tell me about a conflict you have experienced in a team and how you handled it

**C) Conflict management questions**

**1- How do you handle conflicts?**

* The purpose behind this question is for the interviewer to understand how you behave in conflictive/sensitive situations at work (with coworkers, managers, clients, etc.)
* Start generic, but move to a specific example if possible
* You can use the STAR Method or similar here too
* Be careful with criticising former colleagues - stay professional

**2- Have you ever had any issues with a coworker?**

* Same as before
* You can refer to a situation at a previous job, at university or during the bootcamp too. The point is to understand how you handled the situation.

**3- Tell me about a time where you disagreed with your boss.**

* The purpose behind this question is for the interviewer to understand how you behave in conflictive/sensitive situations at work, in this case with someone superior to you.
* It’s best to use the STAR Method here too - in order to provide the interviewer with a complete picture of the situation at hand.

**4- Tell me about a time you had to deal with an unhappy customer.**

* Same as before
* You can refer to a situation at a previous job, at university or during the bootcamp too. The point is to understand how you handled the situation, even if you haven’t dealt with a customer as such.

**D) Specific and difficult questions**

**1- Tell me something interesting about yourself that is not written on your resume**

* This is a question that tries to surprise you. It doesn’t have to be professional.
* Feel free to share something personal (a trip you made, a project you lead outside your professional area, etc.)
* The purpose of this question is to get to know you better - outside of the professional scene.

**2- Are you currently involved in any other interview processes?**

* Be honest and if you are in several processes, say it in the right framing. You don't have to mention the number of processes; the purpose of this question is to understand if you are serious about this opportunity and changing jobs in general
* A good phrase to say in case you are actively applying for jobs is "I am currently looking for a job so I am in another process but I only apply for positions that truly aligns with my values/expectations etc."
* Feel free to stress the fact that you’re much more interested in THIS specific job offer than the other one (if you truly are). It’s time to let them know that you may be stolen by another company - but that you’re super motivated to join THEM!

**3- What are you looking for in your next position?**

* Reflect on this question.
* Refer to your Career Week deliverables 1 and 4.
* Once again, let them know that THIS offer matches what you’re looking for and that you would feel tremendously honoured if you could join their team!

**4- Why should I hire you?**

* It’s time to pitch yourself again, now in a different style.
* Review your Career Week deliverable 2 and stress your key personal skills
* [Check this resource](https://drive.google.com/file/d/19QJNjhapuyHr114Pgg4ny1d4rx_KmXQJ/view?usp=sharing) to organize your ideas!
* Let your motivation be seen
  + Through your words (choose strong verbs and adjectives i.e. fascinated by, enjoy, love, etc.)
  + And through your body language
    - Smile, look them in the eye
  + Other resources - maybe a pinch of humour?

**5- Why do you want to work here?**

* Be specific
* Express your personal passion for the employer’s product/service/mission.
  + *“I’m very passionate about X and would be thrilled to work for an organization that subscribes to the same core values…”*
* Explain why you would enjoy the responsibilities of the role.
  + *“Analyzing data has always been fun for me — the challenge of using numbers to tell a story and convey an idea — and I look forward to the data visualization work we’ll be doing on this team.”*
* Describe how you can see yourself [succeeding in the role](https://hbr.org/2021/11/how-to-succeed-quickly-in-a-new-role), given your skills and experience.
  + *“After learning more about this job, I’m sure I can help you find ways to manage projects more efficiently and effectively.”*

**6- What sets you apart from the other interviewees?**

* Similar to previous question
* Be humble - recognise that there might be other very talented candidates
* But you, your motivation, your achievements, your perseverance, loyalty, etc. will be shown straight away!
* Talk about your bootcamp, refer to former LT’s reviews, recommendations, etc.
* Show that your their Number 1 fan!!!!!

**E) Salary related questions**

**1- What is your current salary or the one you had at your previous job?**

* Be honest (they could potentially check this)
* Depending on the market, this question is illegal.
* Talk in gross salary (annually, not monthly)
* You can reframe the question and talk about your salary expectations providing a range. Do your research to find out the competitive salary in your market and role.
* Don’t dismiss the opportunity to remind them what your role and responsibilities were at your current/previous position so that they have a better context

**2- Which are your salary expectations?**

* Do your research first
  + Check Glassdoor salaries or LinkedIn salaries to see salary standards for a junior position in your city/country
  + Analyse your background and what transferable skills you’d bring to the table if they were to hire you (name a few important ones)
  + Analyse the job description to check what requirements you meet (no need to specifically tell them, but this may help you build your case)
  + Check your regular fixed expenses (monthly rent, family, house mortgage, cost of living in X city, etc.)
  + Give them always a range in gross, i.e. 24-27K EUR a year (never one figure only)
  + Mention that you are flexible and are willing to negotiate and consider other compensations, such as remote work, health insurance, wellbeing services, extra holidays, and others.

**STAR method (for behavioral questions)**

There are a lot of valid ways to prepare for an interview, we recommend the STAR method. A method to give clear and effective answers to questions based on behavior. It gets its name from the initials Situation, Task, Action, Result and this is how to use it effectively:   
● **Situation:** give concise sentences about the situation or event you are describing without taking too much time. Your goal here is to describe a clear image of the situation you found yourself in and emphasize the complexities. Avoid giving unnecessary or irrelevant details.

● **Task:** describe briefly the task you were given or which was your responsibility, give relevant details that fit the question and your specific goals.

● **Action:** explain the actions and steps that you used to complete the task or solve the problem. Be as specific as possible and take all the time you need to answer. This is your chance to show all your contributions.

● **Results:** give the specific results you obtained in this scenario. Use statistics and other quantifiable data that shows how you got the outcome, if relevant.

The STAR method will not be useful for a completely irrelevant story. This is why the starting point is crucial, you must find a relevant example in the right context and with tangible results.

**Example:** “ Tell me about a moment when you achieved a goal that you initially felt was out of your reach”.  
   
(Situation): “In my previous job in digital marketing, my company decided to focus mainly on email based marketing and was looking to increase their subscriber base in a quite aggressive manner.”".  
   
(Task): “As head of marketing, my goal was to increase our email list by at least 50% in a trimestre”.

(Action): “I started reviewing our previous blog posts and adding actualizations that worked as an incentive for subscriptions, which immediately gave impulse to our list. Then, I worked with the rest of the marketing team to plan and organize a webinar that required an email address to log-in, which added the most interested users to our list.”

(Result): “ As a result of these additions, I increased our subscription list from 25,000 to 40,000 subscriptors in three months, which was 20% more than we originally expected”.