

# JOB INTERVIEW



CAREER SERVICES



WBS CODING  
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# Schedule



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**Self-Presentation**

**Break**

**In-Demand Skills + Personality**

**Strengths & Weaknesses**

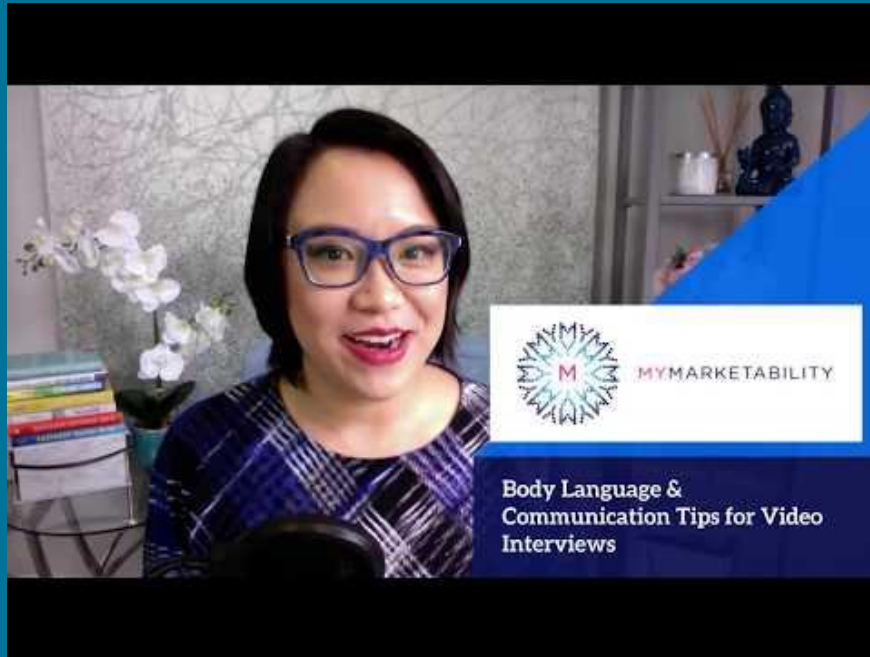
**How to own the outcome**

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# Before the Interview

- Preparation is everything (company's history, vision, values, product, services, competitors and especially problems)
- **Prepare your Self-Presentation**
- Prepare your questions
- Relax - it's not an interrogation

# Appearance and 1st Impression



## // Positive

**Head nodding**  
*Shows patience, understanding*

**Maintaining eye contact**  
*Shows interest, confidence*

**Smiling genuinely**  
*Shows positivity, warmth*

**Leaning forward**  
*Shows interest, concern, understanding*

## // Negative

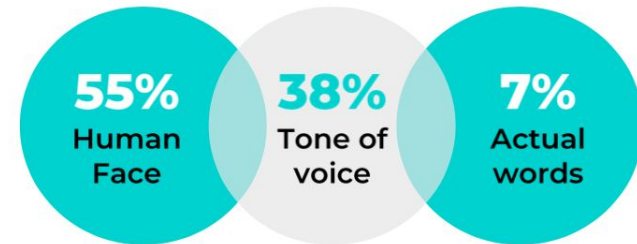
**Furrowed brow**  
*Shows confusion, disagreement, discomfort*

**Lack of eye contact**  
*Shows discomfort, dishonesty*

**Frowning**  
*Shows discomfort, disinterest, tension*

**Leaning back**  
*Shows resistance, disinterest, doubt*

## How communication is conveyed



Source: <https://www.talentinternational.com/>

# Introduction - Common mistakes

## Common mistakes

- Your self-presentation isn't clear, you don't get to the point
- Your speech sounds like a poem
- Too fast a pace
- Too complicated
- Too long

# Self-Presentation

- Overview: Why you? List your strengths! (RELEVANCE)
- Important information first
- Tell your story - explain what has motivated you to choose this particular career and/or employer
- Emotions make you relatable
- Self-confidence is a decision
- Focus on the audience
- TIP: Get a clear picture of the role at the beginning of the interview

# Self-Presentation for the Demo

- Tell us your name
- Do you have a theme? (e.g. “Coding Generalist”)
- Tell your story
- Emotions make you relatable
- Self-confidence is a decision - presence
- Focus on the audience (talk like to a friend)

# In-Demand Traits

6 common traits of high performance



Loyalty



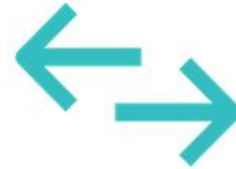
Growth mindset



Curiosity and  
motivation



Data-driven and goal-  
oriented



Versatility



Extracurricular  
activity

Source: LinkedIn



# Behavioral Questions

## STAR Model



**SITUATION**

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**TASK**

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**ACTION**

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**RESULT**

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# Skills & Personality / Tech Professionals

## Software engineers

Adaptable

Team player

Approachability

Curious

Takes ownership

... also...

- Problem solver
- Communicator
- Creative (thinker)
- Learning capacity
- ...

Source: LinkedIn

# Collaborator Team Player

**Open-minded, affable, organized**

Great engineers know that no individual or team can make the company successful on their own. They realize the importance of working together for the greater good.

**Q: What distinguishes a great software engineer from a good one? Do you feel you have these qualities?**

**A: A great software engineer knows that they can't do everything, and that it takes a team of people to get the job done. I believe I have the makings of a great engineer, because I'm willing to ask for help when I need it. At the same time, I know what I'm good at; when I can, I offer my services in the places I excel. It's all about balance, really.**

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# Exercise

**Q1: 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?**

**Q2: Tell me about a time when you were communicating with someone and they did not understand you. What did you do?**

**Q3: Tell me about one of your favorite experiences working with a team. What was your contribution?**

**Q4: Can you share an experience where a project dramatically shifted directions at the last minute? What did you do?**

**Q5: Describe the best partner or supervisor with whom you've worked. What part of their managing style appealed to you?**

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# Approachability

A readiness to teach and help others means a candidate has built a strong rapport with their team in the past, and that they're a good communicator. Recruiters want someone who knows how to work well with others and offers assistance for the greater good of the company.

**Q: Describe a situation where you had a positive effect on someone. What did you do? How did the other person react?**

**A: During a time of rapid growth in my last company, we were hiring engineers right out of college. At one point I noticed a young developer struggling with their workload. I didn't want to point out that their struggle was evident, but casually offered a few tips I'd learned over the years. Eventually the employee came to me on their own and I was able to assist in a more official capacity. Just a few months later, I was able to ask that same developer for help on another project.**

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# Adaptable

**flexible, able to incorporate different views**

The top candidates will be as comfortable with days spent debugging and writing code as they are with navigating multiple programs. Showcase a real understanding of the demands of the role and demonstrate awareness to the expectations of the specific organization.

**Q: In what kind of environment do you do your best work?**

**A:** There is something to be said for working in a large organization and the safety net that comes with being part of a big team. However, in my time working with a startup, I learned much more about what it takes to make a business successful, beyond just lines of code.

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# Exercise

**Q1: Tell me about a time when you were asked to do something you had never done before. How did you react? What did you learn?**

**Q2: 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.**

**Q3: Recall a time when you were assigned a task outside of your job description. How did you handle the situation? What was the outcome?**

**Q4: Tell me about the biggest change that you had to deal with. How did you adapt to that change?**

**Q5: 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.**

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**Q6: Can you tell me about a time when you stepped out of your comfort zone at work?**

# Curious

A willingness to embrace continuous learning is essential for successful engineers, because trends and technologies are always evolving. A candidate with a curious mind is more willing to ask questions, and might be more engaged in the office. They could also bring new ideas, perspectives, or strategies to the business.

**Q: Do you have any hobbies outside of work?**

**A: I'm a big believer in giving back, so I volunteer with a local nonprofit that helps the homeless. It gives me a better sense of working with all kinds of people and understanding that everyone has different needs and motivations.**

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# Leader

**influential, supportive, and  
guides change**

**Q1: Tell me about the last time something significant didn't go according to a plan at work. What was your role? What was the outcome?**

**Q2: 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?**

**Q3: Describe a situation where you needed to persuade someone to see things your way. What steps did you take? What were the results?**

**Q4: Give me an example of a time when you felt you led by example. What did you do and how did others react?**

**Q5: Tell me about the toughest decision you had to make in the last six months.**

**Q6: Can you give an example of an idea you had at work that you were able to bring to life?**

# Takes Ownership

Independent thinkers can provide unique solutions to problems and have the ability to recognize when they need to work independently and when the help of colleagues is required.

**Q: Discuss one of your previous projects that didn't go smoothly. Explain how you dealt with those challenges to complete the project successfully.**

**A: When my team realized our deadline could be missed, I opened up a dialogue with other stakeholders and quickly determined that the best course of action was to strip back some of the less crucial features to allow us to launch on time with a functioning product.**

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# Time Management

organized and can prioritize well

**Q1: Tell me about a time when you had to juggle several projects at once. How did you organize your time? What was the result?**

**Q2: Tell me about a project you planned. How did you organize and schedule the tasks?**

**Q3: Describe a time when you felt stressed or overwhelmed. How did you handle it?**

**Q4: Give an example of a time when you delegated an important task successfully.**

**Q5: How do you determine what amount of time is reasonable for a task?**

**Q6: There is a phrase that says, "Let's not let perfect kill good." What does this statement mean to you? Do you have an example of when you applied this principle in the past?**

**Q7: Tell me about a time when you simplified a process or streamlined operations at work?**

# Communication

**articulate and a great listener**

**Q1: Tell me about a time when you had to communicate an uncomfortable message to your manager or your client. How do you handle it?**

**Q2: Have you ever had to "sell" an idea to your coworkers or group? How did you do it? What were the results?**

**Q3: How have you been effective at explaining complicated technical challenges with someone who doesn't have a technical background?**

**Q4: Tell me about a time when your active listening skills really paid off.**

**Q5: Describe a situation where you felt you had not communicated well. How did you correct the situation?**

**Q6: Tell me about a recent experience presenting a new project, preparing a speech, or pitching an idea. How did you prepare? What obstacles did you face? How did you handle them?**

# Problem Solver

**synthesizes information to find solutions**

**Q1: Tell me about a customer or stakeholder who made unreasonable demands of you or your team. How did you resolve it?**

**Q2: Tell me about the toughest work problem you had a hand in solving. How did you do it? What was the proposed solution?**

**Q3: Have you ever had anyone who worked with you do or say something that was inaccurate or misleading? How did you handle it?**

**Q4: Tell me about a time when you anticipated a challenge and what did you do to prevent it.**

**Q5: Tell me about a time when you had a negative experience with a coworker, client or customer who complained about you. How did you fix the issue to improve the relationship and resolve the situation?**

# Creative Thinker

**innovative risk-taker; thinks  
outside the box**

**Q1: Tell me about a time in a professional setting where you took a big chance to achieve your goals.**

**Q2: Can you tell me about a time when you needed to break organizational boundaries to help your team win? Tell me about the situation.**

**Q3: Can you give an example of a new process or product you have implemented at work recently?**

**Q4: Tell me about an innovation that you weren't involved in at your company that you were impressed with recently.**

**Q5: What is the most innovative project, program, etc. that you've been a part of? What was your role, the impact, etc.?**

**Q6: If you had \$100,000 to promote/sell/create a new business of your choice, what would it be? How would you do it?**

# Culture Add

brings a new voice to the team

**Q1: What are the three things that are most important to you in a job?**

**Q2: Tell me about a time in the last week when you've been satisfied, energized, and productive at work. What were you doing?**

**Q3: What's the most interesting thing about you that's not on your resume?**

**Q4: What would make you choose our company over others?**

**Q5: What's the biggest misconception your coworkers have about you and why do they think that?**

**Q6: What are 3 words your manager would use to describe you? Your best friend? Your parents?**

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# Strengths & Weaknesses

## Strengths:

- Relevance is key
- Don't just list - backup with facts
- Avoid overused, vague terms
- Ask yourself if your strength is required (if you feel that was left out)

## Weaknesses:

- Don't tell about the weakness which will knock you out of the competition
- Don't try to cover up a strength as a weakness
- Show that you are taking care of it



# Ask your questions!

- Can you tell me about a solution for a problem you've recently found in the company?
- How would you describe your company's culture?
- How do you view the company in 5 years?
- Can I work for a day and just see how the team operates? Can I meet the team?
- What do you like about your company?
- What qualities would be really desirable in this position?
- How would you measure my performance?
- Can you describe a typical day in the office?
- How do you react to the conflicts in your company?
- I've read about the CEO xyz, can you tell me more about it?

# Control your Outcome

- Write a Thank-you message after the interview
- How to deal with rejection

# Thank you and good luck!



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Recruiter Questions Source: LinkedIn Talent Solutions