

Interviewing and Interviewing for JavaScript

A brownbag at



by Seth House

@whiteinge
seth@eseth.com

Presentation Caveats

Presentation Caveats

- Advice; not rules; not even best practices.

Presentation Caveats

- Advice; not rules; not even best practices.
- No "one size fits all".

Presentation Caveats

- Advice; not rules; not even best practices.
- No "one size fits all".
- Tailor questions to the interviewee.

Interviewing Tips

Interviewing is Hard

Interviewing is Hard

Nervous,

Interviewing is Hard

Nervous, Shy,

Interviewing is Hard

Nervous, Shy, Introvert,

Interviewing is Hard

Nervous, Shy, Introvert, Extrovert,

Interviewing is Hard

Nervous, Shy, Introvert, Extrovert, Impostor syndrome,

Interviewing is Hard

Nervous, Shy, Introvert, Extrovert, Impostor syndrome, Speaker,

Interviewing is Hard

Nervous, Shy, Introvert, Extrovert, Impostor syndrome, Speaker, Reader,

Interviewing is Hard

Nervous, Shy, Introvert, Extrovert, Impostor syndrome, Speaker, Reader, Writer,

Interviewing is Hard

Nervous, Shy, Introvert, Extrovert, Impostor syndrome, Speaker, Reader, Writer, Thinker,

Interviewing is Hard

Nervous, Shy, Introvert, Extrovert, Impostor syndrome, Speaker, Reader, Writer, Thinker, Talker,

Interviewing is Hard

Nervous, Shy, Introvert, Extrovert, Impostor syndrome, Speaker, Reader, Writer, Thinker, Talker, Explorer,

Interviewing is Hard

Nervous, Shy, Introvert, Extrovert, Impostor syndrome, Speaker, Reader, Writer, Thinker, Talker, Explorer, Focused,

Interviewing is Hard

Nervous, Shy, Introvert, Extrovert, Impostor syndrome, Speaker, Reader, Writer, Thinker, Talker, Explorer, Focused, Wanderer,

Interviewing is Hard

Nervous, Shy, Introvert, Extrovert, Impostor syndrome, Speaker, Reader, Writer, Thinker, Talker, Explorer, Focused, Wanderer, Junior,

Interviewing is Hard

Nervous, Shy, Introvert, Extrovert, Impostor syndrome, Speaker, Reader, Writer, Thinker, Talker, Explorer, Focused, Wanderer, Junior, Mid-level,

Interviewing is Hard

Nervous, Shy, Introvert, Extrovert, Impostor syndrome, Speaker, Reader, Writer, Thinker, Talker, Explorer, Focused, Wanderer, Junior, Mid-level, Senior.

Time is Short

Time is Short

- An hour is not enough time.

Time is Short

- An hour is not enough time.
- You *will not* get enough feedback to make an informed decision.

Time is Short

- An hour is not enough time.
- You *will not* get enough feedback to make an informed decision.
- But you do have to make a decision.

Interview Goal

Interview Goal

- Meet them where they are,

Interview Goal

- Meet them where they are,
- to get them talking,

Interview Goal

- Meet them where they are,
- to get them talking,
- and make the most of the time you have,

Interview Goal

- Meet them where they are,
- to get them talking,
- and make the most of the time you have,
- so you get the least inaccurate impression.

Company Goal

Company Goal

- Turnover is time-consuming and expensive.

Company Goal

- Turnover is time-consuming and expensive.
- Will this person survive at the company?

Company Goal

- Turnover is time-consuming and expensive.
- Will this person survive at the company?
- Will this person make the company & a team better?

Company Goal

- Turnover is time-consuming and expensive.
- Will this person survive at the company?
- Will this person make the company & a team better?
- How much effort will be required to onboard?

Company Goal

- Turnover is time-consuming and expensive.
- Will this person survive at the company?
- Will this person make the company & a team better?
- How much effort will be required to onboard?
- Will this person be a worthwhile investment?

Company Goal

- Turnover is time-consuming and expensive.
- Will this person survive at the company?
- Will this person make the company & a team better?
- How much effort will be required to onboard?
- Will this person be a worthwhile investment?
- It's hard to say "no". It's easy to say "yes".

Preparation

Preparation

- Review the resume beforehand. Make notes;

Preparation

- Review the resume beforehand. Make notes;
- be quick to abandon your notes if needed.

Preparation

- Review the resume beforehand. Make notes;
- be quick to abandon your notes if needed.
- Choose starting questions they **should** be able to answer.

Start the Interview

Start the Interview

- Short(!) introductions; say enough about yourself, position, & background that they can ask follow-up questions if wanted/needed.

Start the Interview

- Short(!) introductions; say enough about yourself, position, & background that they can ask follow-up questions if wanted/needed.
- Establish the schedule for the hour.

Start the Interview

- Short(!) introductions; say enough about yourself, position, & background that they can ask follow-up questions if wanted/needed.
- Establish the schedule for the hour.
- Go!

Question for Experience Level

Question for Experience Level

- Discover junior/mid/senior status quickly.

Question for Experience Level

- Discover junior/mid/senior status quickly.
- Tailor your questions for that level.

Question for Experience Level

- Discover junior/mid/senior status quickly.
- Tailor your questions for that level.
- Follow a question path until you find their limits.

Question for Experience Level

- Discover junior/mid/senior status quickly.
- Tailor your questions for that level.
- Follow a question path until you find their limits.
- Include your thoughts on experience level in your review.

Avoid "Filler" Questions

Avoid "Filler" Questions

- Don't ask them to repeat their resume.

Avoid "Filler" Questions

- Don't ask them to repeat their resume.
- You're not a psychologist:

If you were a car, what kind of car would you be?

Avoid "Filler" Questions

- Don't ask them to repeat their resume.
- You're not a psychologist:

If you were a car, what kind of car would you be?

- Have a desired deliverable for each question you ask.

Avoid "Filler" Questions

- Don't ask them to repeat their resume.
- You're not a psychologist:

If you were a car, what kind of car would you be?

- Have a desired deliverable for each question you ask.
- Stop a line of questioning early if it isn't providing you insight.

Avoid "Filler" Questions

- Don't ask them to repeat their resume.
- You're not a psychologist:

If you were a car, what kind of car would you be?

- Have a desired deliverable for each question you ask.
- Stop a line of questioning early if it isn't providing you insight.
- Stop an answer if it's overly long or rambling and isn't providing you insight.

What Questions to Ask

What Questions to Ask

- Start with something they've done or are proud of.

What Questions to Ask

- Start with something they've done or are proud of.
- Ask for more detail about their answers.

What Questions to Ask

- Start with something they've done or are proud of.
- Ask for more detail about their answers.
- Insights, not trivia.

What Questions to Ask

- Start with something they've done or are proud of.
- Ask for more detail about their answers.
- Insights, not trivia.
- Keep asking until you reach the limit of their experience (knowledge or *direct* involvement).

What Questions to Ask

- Start with something they've done or are proud of.
- Ask for more detail about their answers.
- Insights, not trivia.
- Keep asking until you reach the limit of their experience (knowledge or *direct* involvement).
- Ascertain & verify what they've **already said they know** and **how well** they know it.

What Questions to Ask

- Start with something they've done or are proud of.
- Ask for more detail about their answers.
- Insights, not trivia.
- Keep asking until you reach the limit of their experience (knowledge or *direct* involvement).
- Ascertain & verify what they've **already said they know** and **how well** they know it.
- Have they used something "in anger"?

What's your favorite X?

Tell me all the bad things about X.

What Questions to Ask

- Start with something they've done or are proud of.
- Ask for more detail about their answers.
- Insights, not trivia.
- Keep asking until you reach the limit of their experience (knowledge or *direct* involvement).
- Ascertain & verify what they've **already said they know** and **how well** they know it.
- Have they used something "in anger"?

What's your favorite X?

Tell me all the bad things about X.

- "Personality" questions and can often be combined with technical questions.

What Questions to Ask

- Start with something they've done or are proud of.
- Ask for more detail about their answers.
- Insights, not trivia.
- Keep asking until you reach the limit of their experience (knowledge or *direct* involvement).
- Ascertain & verify what they've **already said they know** and **how well** they know it.
- Have they used something "in anger"?

What's your favorite X?

Tell me all the bad things about X.

- "Personality" questions and can often be combined with technical questions.

How did your team take to your suggestion to use X?

What did you do to convince your team of your approach?

What parts of your suggestion were a success? What parts were a failure?

Interviewing "Up"

Interviewing "Up"

- Sometimes you'll be outclassed. Own it.

Interviewing "Up"

- Sometimes you'll be outclassed. Own it.
- Don't apologize, don't pretend...and don't give them a pass.

Interviewing "Up"

- Sometimes you'll be outclassed. Own it.
- Don't apologize, don't pretend...and don't give them a pass.
- Turn the tables.

Interviewing "Up"

- Sometimes you'll be outclassed. Own it.
- Don't apologize, don't pretend...and don't give them a pass.
- Turn the tables.
- Ask them what interview questions they would ask.

Interviewing "Up"

- Sometimes you'll be outclassed. Own it.
- Don't apologize, don't pretend...and don't give them a pass.
- Turn the tables.
- Ask them what interview questions they would ask.
- Ask them questions from your relative perspective.

"If I came to you with situation X..."

"If you were leading my team and problem Y happened..."

"I don't know Z very well. How would you mentor me on Z?"

Interviewing "Up"

- Sometimes you'll be outclassed. Own it.
- Don't apologize, don't pretend...and don't give them a pass.
- Turn the tables.
- Ask them what interview questions they would ask.
- Ask them questions from your relative perspective.

"If I came to you with situation X..."

"If you were leading my team and problem Y happened..."

"I don't know Z very well. How would you mentor me on Z?"

- Ask how they would build/organize a team/feature/strategy and what are their success/failure criteria. Ask how they would approach a failure.

JavaScript Questions

Question for Experience

Question for Experience

- Code camp graduate.

Question for Experience

- Code camp graduate.
- Code camp trainer.

Question for Experience

- Code camp graduate.
- Code camp trainer.
- CS degree.

Question for Experience

- Code camp graduate.
- Code camp trainer.
- CS degree.
- Work experience.

Syntax vs Understanding

Syntax vs Understanding

- Use precise terminology; ask for precise terminology.

Syntax vs Understanding

- Use precise terminology; ask for precise terminology.
- ES6+ adds a *ton* of (confusing) syntax.

Syntax vs Understanding

- Use precise terminology; ask for precise terminology.
- ES6+ adds a *ton* of (confusing) syntax.

```
useEffect(() => {  
  const cleanupThing = doThing();  
  return () => cleanupThing();  
}, [])
```

Syntax vs Understanding

- Use precise terminology; ask for precise terminology.
- ES6+ adds a *ton* of (confusing) syntax.

```
useEffect(() => {  
  const cleanupThing = doThing();  
  return () => cleanupThing();  
}, [])
```

```
const [state, setState] = useState({})
```

Syntax vs Understanding

- Use precise terminology; ask for precise terminology.
- ES6+ adds a *ton* of (confusing) syntax.

```
useEffect(() => {  
  const cleanupThing = doThing();  
  return () => cleanupThing();  
}, [])
```

```
const [state, setState] = useState({})
```

```
const newObject = {...oldObject, foo: 'Foo!'}
```

JavaScript Basics

JavaScript Basics

- Hoisting, type coercion, `this`.

JavaScript Basics

- Hoisting, type coercion, `this`.
- Methods of binding `this`.

JavaScript Basics

- Hoisting, type coercion, `this`.
- Methods of binding `this`.
- `var`, `let`, `const`.

JavaScript Basics

- Hoisting, type coercion, `this`.
- Methods of binding `this`.
- `var`, `let`, `const`.
- "Array extras" -- `map`, `filter`, `reduce`.

React Basics

React Basics

- Why does it exist?

React Basics

- Why does it exist?
- Lifecycle methods.

React Basics

- Why does it exist?
- Lifecycle methods.
- Hooks vs lifecycle methods.

React Basics

- Why does it exist?
- Lifecycle methods.
- Hooks vs lifecycle methods.
- Where to make an ajax request? How to handle the response?

JavaScript Intermediate

JavaScript Intermediate

- Variable closure.

JavaScript Intermediate

- Variable closure.
- Partial application; currying.

JavaScript Intermediate

- Variable closure.
- Partial application; currying.
- IIFEs.

DOM API Basics

DOM API Basics

- What is React and what is "the platform"?

DOM API Basics

- What is React and what is "the platform"?
- Querying nodes; event listeners; document "ready" event.

Interest in a Checklist?

Interest in standardizing (somewhat) our common MX questions?