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Interaction Designer

Interview Overview & Tips

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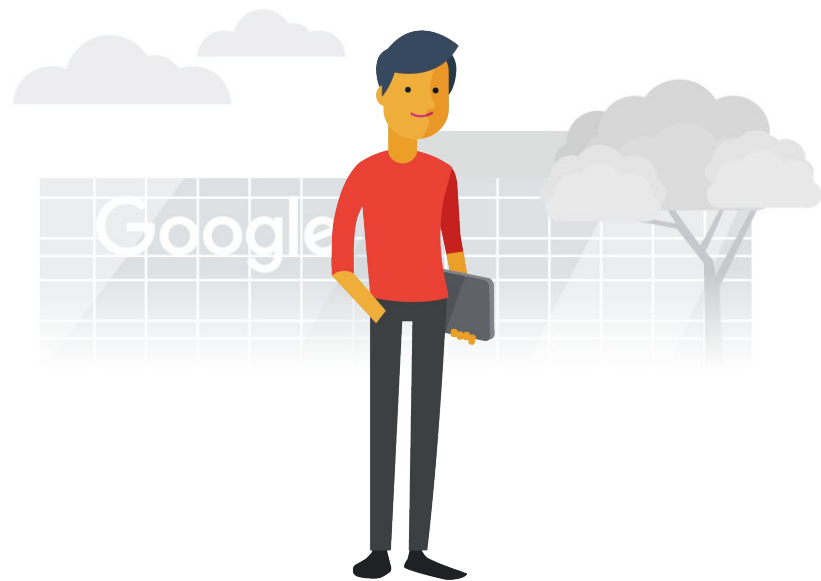
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Introduction

Hello there.

We can't wait to hear about your big vision for how people experience our products. We also want to know how you'll bring that vision to life in a way that feels inspired, refined—even magical. Use these slides as your guide to prepare for your interview at Google.

We look forward to meeting you!



What is interaction design at Google?

Interaction design (IxD) is the practice of creating interactive experiences that are engaging, usable, and delightful. You'll take on complex tasks and transform them into intuitive, accessible, and easy-to-use designs for billions of people around the world—from first-time users to experts. Achieving this goal requires collaboration with teams of designers, researchers, engineers, and product managers throughout the design process—from creating user flows and wireframes, to building user-interface mockups and prototypes.

Learn more at
design.google.com

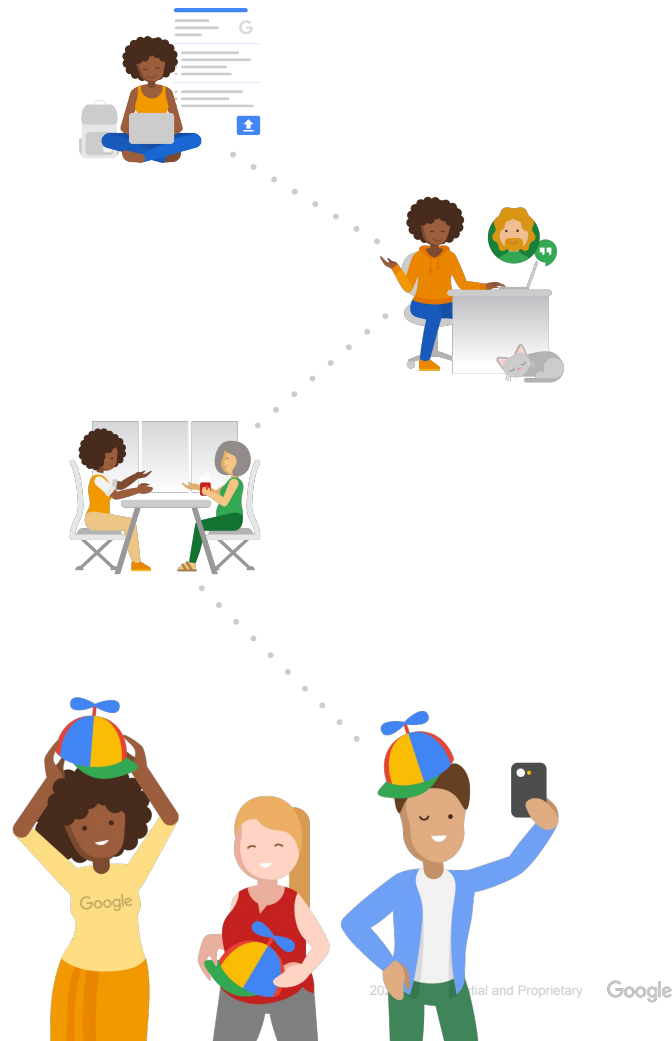


Interview process

Interview process

We're excited to get to know you and what makes you unique. We do this through our interview process, which takes an average of five-to-eight weeks. We'll outline the basics of the process in the slides that follow, but keep in mind that individual interview processes can vary, so your interview experience may not match these slides exactly.

Ready, set, go!



Your interview experience



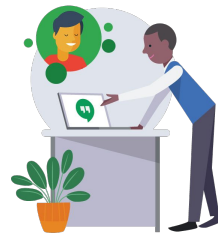
Resume &
portfolio
review



First round
video
interview with
designer



Presentation
preparation



Virtual
interview day;
presentation
and 1:1s



Decision &
offer



Team Matching

This step can take place at various stages of the interview process and varies for each candidate. A mutual team match is confirmed prior to the offer stage.



Resume & portfolio review

Between staffers, senior designers, hiring managers, and interviewers you can expect 10+ individuals to review your portfolio as you progress through the process.

Good interaction design portfolios typically showcase three or more projects that include explanations of the design process and share examples that demonstrate a deep understanding of UX and UI design. Focus on quality over quantity, so that anyone reviewing your portfolio can understand your individual contributions and impact, thought process, problem solving approach and execution skills.

Once your resume and portfolio are shared with our hiring team and we have an opening that aligns with your background, then we'll move forward to the next step: a first round video interview with a designer.



First round video interview

A member of the design community will meet with you for a 45-to-60 minute video interview using Google Meet. The session will be a portfolio review in which you'll share your screen to walk through 1-2 projects of your choosing.

Through the narrative and content in your portfolio, we hope to gain an understanding of the following:

- Your design process
- User focus
- Visual execution
- Communication skills
- Cross-functional collaboration

If all goes well with your video interview, you may progress to the next stage: the virtual interview day.



Interview Tips

During first round video interview:

- Share recent work samples you're most proud of
- Be sure to fully describe your decision making and ideation process.
- At Google we say, "focus on the user and all else will follow."
 - a. If given the opportunity, discuss how user research informs your design decisions.
- Highlight your ability to thrive in ambiguity and work with cross-functional teams and partners.
- Communicate your direct role and contributions to your projects.

We recommend you highlight the complexity and scale of the problems you've solved.



Check out this [Virtual Interview Guide](#) for tips on how to log into and present with Google Meet.

Preliminary team match

After your first round video interview feedback is complete, your information and artifacts will be shared with hiring managers to help identify a team for you to conduct the final round of interviews with. Timelines for the team matching process vary widely and depend on your interests, skills, experience, and available Google openings.

At this stage, your recruiter will share team specific job descriptions for the roles in which hiring managers are interested in interviewing you for.

While you only need one team interested to move you forward to the final virtual interview day, you may also be matched with additional teams after all interviews are complete.

Once you've matched with a team you may move forward to the next step: the final virtual interview day



Note: Team matching can continue to happen after your final round of interviews. Your recruiter will give you real-time feedback and update you each step of the way.

Virtual interview day presentation

You'll kick off your virtual interview day by sharing a 45 minute presentation of your portfolio work with your four person interview panel.

The presentation is an opportunity for you to demonstrate the following:

- Scope & complexity of your work
- Communication/presentation skills
- Design process
- Self reflection
- Partnerships
- User focus
- Visual & design execution
- Impact on the user and/or product



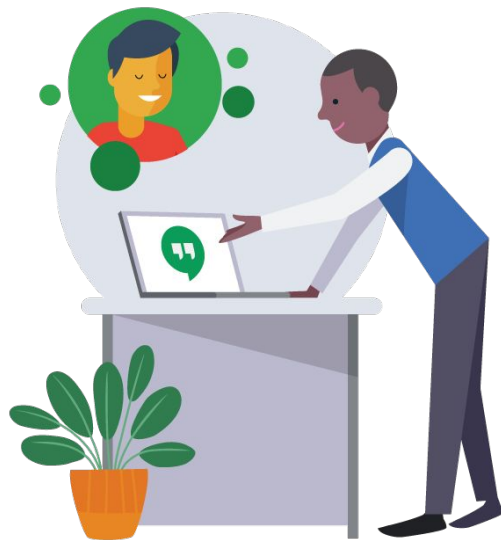
Note: Your recruiter will share tips and discuss the details of the presentation session in depth before your virtual interview day.

Virtual interview day

After the presentation, you'll have four **one-on-one interviews**, with interaction designers and a cross-functional partner. Overall, interviewers will aim to understand your core design skills, process, how you partner with cross-functional stakeholders, creativity, communication, leadership, and problem solving abilities.

You will be asked to complete a **hypothetical design challenge** as part of one of your one-on-one interviews. A design challenge typically involves talking through or whiteboarding possible solutions to a medium-complexity problem, given a set of constraints. Examples could be digital (designing an application or interaction) or physical (designing a product).

If your interview feedback is favorable, you may move forward to the next steps: confirm team match!



Confirm team match

After your interview day feedback is complete, your information and artifacts will be shared with hiring managers to help confirm a team for you to join. Timelines for the team matching process vary widely and depend on your interests, skills, experience, and available Google openings.

At this stage, your recruiter will share team specific job descriptions and schedule you for a phone or video chat with hiring managers or key team members. The team matching call(s) are informal and allow for you and the hiring teams to ensure the team and product area are a good fit for your skills, interests, and background.

Once we've confirmed your team match you may move forward to the next step: decision and offer.



Note: Team matching can happen throughout the interview process and in some cases we may have a team aligned prior to this stage. Your recruiter will give you real-time feedback and update you each step of the way.

Decision & offer

After your interviews are done, we'll bring everything together from your application and interviews and review it.

We say “we” because we take into account a number of perspectives to come to a decision. If we decide that you're the best candidate for the role, your recruiter will reach out to you with an offer.

Once you've accepted the offer, the Google onboarding team will walk you through compensation, benefits, badging, insurance and so on, after which you are on your way to becoming a Noogler!



What we look for

You'll be evaluated on

General cognitive ability: We ask open-ended questions to learn how you approach and solve problems. There's no one right answer—what's most important is your ability to explain your thought process and how you use data to inform decisions.

Googleness & Leadership: Share how you work individually and on a team, how you help others, how you navigate ambiguity, and how you push yourself to grow outside your comfort zone. Be prepared to discuss how you've used your communication and decision-making skills to mobilize others. This might be by stepping up to a leadership role at work or with an organization, or by helping a team succeed even when you weren't officially the leader.

Role-related knowledge: We're interested in how your individual strengths combine with your experience to drive impact. We don't just look for how you can contribute today, but how you can grow into different roles—including ones that haven't been invented yet.

Problem Solving: We'll ask questions that focus on your design execution based on both your previous work and on your creative approach to hypothetical scenarios. How do you problem solve around the users needs and what level of impact do you have on the product and the user?

Be yourself!

Bring your whole self to Google and don't be afraid to let your personality show. There's no one kind of Googler, so we're always looking for people who can bring new perspectives and life experiences to our teams.

If you're looking for a place that values your curiosity, passion, and desire to learn, or if you're seeking colleagues who are big thinkers eager to take on fresh challenges as a team, then you may be a future Googler.



Additional resources

Additional resources

Below are some additional resources that may help you prepare for your interviews:

- [Portfolio Tips](#)
 - Tips curated by Google Designers on how to prepare your design portfolio
- [Virtual Interview Guide](#)
 - Tips on how to prepare for virtual interviews at Google
- [Google Design](#) (Check out the [Interaction Designer](#) page!)
- [Material Design](#)
- [Prepare for your Google interview: UX Design](#)
 - Google UXers offer advice on how to prepare for interviews
- [UX @ Google Speaker Series](#)
 - Quarterly speaker series that brings together innovators from across industries to talk about design and challenge our understanding of the UX space
- [How we hire](#)

Good luck!

