**Can you introduce yourself?**

**Hint：**

① 回答要简练，有针对性给出面试官可能会关心的关键信息，不同的面试官、不同的公司和职位，针对性会有不同。例如，面试官如果是HR，可以介绍年龄或结婚与否，如果是技术面试官，几乎不需要。

② 做一些有关公司和职位的研究，介绍下为什么要面试这家公司。

需要重新整理，你为什么和别人不一样，需要做一些公司的调研，有针对性的准备。

**Sample Answer：**

**① Let me introduce myself, by the way, my Chinese name is LiZitao, you can call me Zitao or Tao.** I come from China. Now I am in Stockholm.

**② I graduated from a key** *~~science and engineering~~* **university majoring in computer science with a master's degree in China.**

**③ As an iOS developer, I have worked for about 8 years.** *~~and two of them are large listed companies.~~*

**During these 8 years, I have participated in the development of several apps with millions or even tens of millions of users.**

**I have had the opportunity to be responsible for complex businesses, like the live-streaming business, and Video editing business.­­­**

**I have also worked as an Architect and participate in the design of the architecture of several large-scale apps.**

**And I also had the opportunity to be the leader of the iOS team and engage in some team management work.**

**Since I quit my last job, My wife and I, we began to prepare to come and live in Sweden. Now, My wife is studying in Stockholm University, and I have a work via now. and We plan to settle here long term.**

**④** **I noticed that**

**ViaPlay's emphasis on diversity and inclusive culture is very attractive to me. I hope to work in such a company where I can meet many people from different backgrounds and participate in various projects.**

**I really need such a platform that can communicate with more partners, and learn more knowledge. I believe that ViaPlay is very suitable for me.**

**What are your strengths? 你的强项是什么？**

**Hint：**

要与面试的职位联系在一起；要有软素质能力（soft skills）；不宜太多，2～3个就行。

结合具体的职位要求，针对性的描述自己的强项。

**Sample Answer：**

**①** **As a developer, I have worked for more than 8 years. During these 8 years, I have participated in the development of several apps with millions or even tens of millions of users. I have had the opportunity to be responsible for the complex businesses, and participate in the design of the architecture of several large-scale apps.**

**②** **So, Firstly, I think one of my most important strengths is to be good at handling complex business scenarios. I can choose / design the right code architecture for complex business scenarios and help applications improve the customer experience.**

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**③** **Secondly, my years of development experience have taught me that adequate and efficient communication is essential, so I have always focused on developing this ability, so I think being good at effective communication is also one of my strengths.**

**④** **Finally, I am also good at summarizing the problems I encountered in my daily development and forming a document to share, and I left a lot of summary documents in every company I have worked in. At present,** **I have published more than 100 documents on CSDN, the most famous technical website in China, and have accumulated nearly one million visitors.**

**Why are you leaving your current job?**

**你为什么离开现在的工作？**

**Hint：**

① 不要讲上一份工作的不好的地方，这容易让面试官给你减分；

② 最好是一些客观的环境因素，外加一条主观因素；

**Sample Answer：**

**① My wife and I, we are planning to settle down in Sweden. So quitting job is the first step in the plan.**

**② Besides, I have used a lot of excellent open source code from foreign countries, and I hope I can collaborate and communicate with some foreign friends with different knowledge background, and learn from them, which will be an amazing thing for me.**

**How would your last boss describe you？**

**你的上一任老板如何形容你？**

**Hint：**

* Relate your answers to why you think you are a good fit for the position. 将你的答案与你认为自己很适合该职位的原因联系起来。
* Try to mention at least one specific trait and Give an example of when you displayed this trait.试着提及至少一种特定的特质，并举例说明你何时表现出这种特质。

**Sample Answer：**

**①** **I think my boss would call me a good implementer that can be very good at summarizing and clearly describing problems. He was impressed by this characteristic of mine.**

I can quickly identify and explain problems in a clear manner.

**②****I can give you an example. Once, he asked me to investigate a very complicated problem. After I finished the investigation, I put together an online document with all the details of this problem. I just sent him a URL link directly. He only needed to open the link, and he would find the conclusion of the problem at first glance because I always put the conclusion on the top of the document.**

**At the same time, the whole process of the problem was below, in case he wanted to know more about the problem. If necessary, I would add many diagrams to help describe the problem.**

**At this time, if the boss wanted to discuss it in person or in a meeting, you would find that it was much more convenient and efficient if you could have a document as a reference.**

**I believe that that is a good way to report or communicate.**

**Can you tell us your weaknesses？你的劣势是什么？**

**Hint：**

① 介绍一条，对面试职位没有明显影响；

② 有改善这一劣势的办法。

**Sample Answer：**

**~~① I am a very responsible person. However, sometimes I am so responsible that I put so much effort into it even when I don't need to, and this often takes away my time for rest.~~**

**~~② When I'm in a situation like this, I make a schedule of the things I have to do, and treat my breaks as a task to do as well, and prioritize them so I can combine work and rest.~~**

~~I want everything in the team to succeed, so I naturally want to do what I can. But sometimes I can take on more than i have time to accomplish.~~

**~~Sample Answer One：~~**

**~~One of my weaknesses is feeling nervous in public speaking, I have tried to avoid public speaking in the past and I hope to have more opportunities to work on myself in the future.~~**

**Sample Answer Two：**

**Once, my wife asked me to buy some apples, and I asked, what should I buy if there are no apples? Banana, what if there is no banana? What should I buy?**

Sometimes I apply the thinking of writing code to life. But life is not like writing code. Life is always changeable and full of unknowns. **I should be more flexible and adaptable in real life.**

**Describe some times when you were not very satisfied with your performance.**

**描述一些你对自己的表现不太满意的时候**

**Hint：**

• Give a real example of what you have experenced. 举一个真实的例子，说明你经历了什么。

• Give reasons why you were not satisfied and show less negtive.给出你认为自己不满意的原因，并表现出较少的负面情绪。

• State how your learning have helped you improve.说明你所学习到的如何帮助您提高。

**Sample Answer：**

**I remember it happened when I was a newbie. I was a member of a team together with other newbies. Because it was a fully new team and there was no one handling us, someone would just tell us what to do. We didn’t even sit together. Our workstations were even separated. It was very challenging because each of us had our own ideas.**

**Thankfully, we were able to finish the task despite having collaboration problems. Even if we finished it, I was not satisfied because I know that this would be a problem in the future.**

**Therefore, I proposed a plan to the top leader to choose a leader that can handle the team and have a better outcome. Finally I w­­as chosen to be the temporary leader. In this event****, I firstly learned that teamwork was very important** **and it mean a lot.**

**­­**

**⟐ Why didn’t China embrace Swift sooner?**

**Answer：**

**① In China, Product iteration is very fast and most teams are usually very busy and lack enough time to upgrade technology. At the same time, most of the bosses or product managers don’t care much about the language you use, they only care about the end product. Switching from OC to Swift will take a lot of time at the beginning.**

**② Sometimes, If you choose hybrid development, you will encounter many problems. In addition, Swift itself is indeed unstable, and there will be many changes in each version.**

**③ But I believe that eventually everyone will embrace Swift and Swift will dominate. It is just a matter of time.**

**Give them some of my strengths.**

**⟐ What steps do you take to avoid errors?**

**① First, Before starting a task, confirm all the details and the resources it depends on as much as possible. According to my experience, many mistakes are caused by too much uncertainty in the early stage.**

**② Second, When you start writing code, ~~it's a good idea to plan out the overall structure or architecture of the code.~~ Modular design is very important, which will help you test and verify separately later.** **Many functions are best supported by data that can be flexibly configured or controlled.**

**③ Third, When you finish writing the code, it is best to set up enough test scenarios locally and provide enough test data. You cannot rely on data from the interface itself for testing purposes.**

**④ Fourth, despite our efforts, errors or bugs cannot be completely avoided. If the error still occurs after the product is released.**

**First, you can try to avoid it by configuring data, or use the HotFix solution. After waiting for the problem to be fixed, you should review it carefully and try to prevent the same problem from happening again.**

**⟐ What steps have you taken in the past year to improve your qualifications?**

Three steps:

**First, I insist on learning English every day. I memorize words and vocabulary almost every day. I also took a lot of online English courses to improve my spoken English, and I’m still taking those courses.**

**Second, I like to read technical articles, pay attention to and learn some new technologies. In order to deepen my memory or facilitate my own reference, I will write some summary notes and post them on my personal blog. On my Chinese blog CSDN, I have published more than 100 blogs and accumulated nearly one million visits.**

**Third, I particularly like long-distance running. When I was a student, I was a long-distance runner in the School of Computer Science. My best 5-kilometer time was 18 minutes and 40 seconds.**

**I have also been doing long-distance running regularly in the past year. Running helps me stay in good condition. Especially after I resigned from my last job, I returned to the small mountain village where my parents lived. There were beautiful scenery and fresh air there. I ran almost every day during that time. It was really a wonderful memory.**

**⟐ Do you have any hobbies?**

**I particularly like long-distance running. When I was a student, I was a long-distance runner in the School of Computer Science. My best 5-kilometer time was 18 minutes and 40 seconds.**

**I have also been doing long-distance running regularly in the past year. Running helps me stay in good condition. Especially after I resigned from my last job, I returned to the small mountain village where my parents lived. There were beautiful scenery and fresh air there. I ran almost every day during that time. It was really a wonderful memory.**

Supplement：

I have injured my foot twice over the years, and each time I had to rest for several months. A few months ago, I was playing basketball with some friends and I accidentally fell and hurt my back. The doctor said that I am no longer young, and my bones are no longer young, and I am prone to injuries from intense exercise.

I am now learning to jog. It is actually more difficult to keep jogging for a certain distance than to run fast.

Endurance/ the same endurance I have for running I have for my work

Patience/fishing

**⟐ Can you give me an example of a time that you solved a problem. / Can you give me an interesting experience?**

There was a problem that impressed me deeply. In my second company, one day, our product leader came to me and they told me that some of our overseas business data was missing location data, and the ratio was very high, exceeding 30%. Without accurate positioning data, it means that accurate information cannot be released.

After initial investigation, our client code did have some areas for improvement, so I optimized some codes, but the improvement was very limited.

Later, after my in-depth investigation, I found that this is actually a complex problem, which involves almost the entire data link. Since this may be beyond my capabilities, I escalated the issue. Next, I organized multiple meetings with multiple server teams and multiple data teams until they solved the problem.

During this process, there was a very interesting phenomenon. I was the only mobile developer in each meeting, I was the hoster of every meeting, and all of them reported to me and explained all the details of the problem. I became the person in charge of this issue. I took the initiative to constantly push this issue and asked for the progress of each team.

This is an experience where you are almost constantly touching areas outside your expertise. I also learned a lot outside of iOS. It was an experience that impressed me.

**⟐ Give me an example of an important goal which you had set in the past and tell me about your success in reaching it.**

① In my third company, a middle-size company with a huge and complicated code project and Many people in team always complained that it is too difficult and inefficient to develop in this project.

② However, I told the leader one day that I planned to spend six months to one year to complete the reconstruction and optimization of the entire project. It was a huge job and a long time, It needed lots of courage. After nearly six months there had been countless setbacks and problems, I finally completed it. All the team were benifited from the new project.

**⟐ Describe how you do Agile development?**

It is a human-centered, iterative, step-by-step development pattern. Agile development aims to deliver core functionality quickly and continuously improve it by slicing up the project into smaller parts and delivering and testing them incrementally. it seeks to quickly release usable versions and then continuously iterate and improve.

Agile development has different forms for different teams and different companies. For example, some teams like “War Room” very much (Gather all interested parties or key members of the project team into a small room or conference room so they can work closely together, communicate, and solve problems) Their ultimate goal is to be able to develop products quickly. It has the following main elements:

(1) Product Owner’s clarity on requirements, including prioritization, resource dependencies, etc.

(2) Developer’s task splitting, including clear prioritization, deadline, manpower allocation, etc.

(3) Daily meeting for all parties to update the status of each task (ToDo, Doing, Done) and discuss issues, etc.

(4) Tasks completed by developers can be prioritized for delivery to product owners for experience and testers for testing; with the help of the company’s CI/CD tools.

(5) Review meetings are held to summarize the problems that occurred in the middle and how to avoid them.

**⟐ Describe a time when you saw a problem and took the initiative to correct it rather than waiting for someone else to do it.**

**In my second company, I was the head of overseas business, I took a proactive approach during a business trip abroad. While primarily focused on our own business's validation and testing, I also paid attention to other business data and UI experiences. During this time, I identified several issues in other departments. To streamline the process, I listed a detailed table listing all the problems and sent it to the corresponding team leaders and I continued to follow up to make sure they had been modified.**

**⟐ What is your definition of failure?**

On one hand, failure means encountering challenges or obstacles that ultimately result in outcomes that don't meet expectations. for example Bugs affect the user's experience with the product.

On the other hand, I see failure as an opportunity for learning, analyzing the reasons behind it, and finding ways to improve continually. Within a team, I actively engage in problem-solving and collaborate with my colleagues to find solutions. My aim is to adapt strategies in the face of failure and strive towards achieving success in the project.

**⟐ What tools and strategies do you use to stay organized?**

**⟐ Give me an example of a time you made a decision that was unpopular and explain how you handled implementing it.**

**⟐ Describe a long-term project that you managed. How did you keep everything moving along in a timely manner?**