

Interviewing From Both Sides of the Desk

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Understand your role
in the process.

Interviewer + candidate
want the same thing.

Hiring manager's task

- "Can this guy do the job?"
- "Do I want this guy working for me?"
- "Do I want this guy on my team?"
- Convince candidate that yours is a company to work for.

Candidate's task

- "Can I do the job?"
- Convince the HM you can do the job.
- Get a job offer, or move closer to it.

After the offer

- "Do I want to work for this guy?"
- "Do I want to work on this team?"

Conversation,
not interrogation.

Your interview is your
first day on the job.

Preparing
the day before

Preparing the day before

- Clear your schedule.
- Prepare to get there.
- Prepare what you're going to take with you.
 - Include a portfolio of work if you can.
- Prepare your own questions.

Asking & answering questions

Good questions

a/k/a

"I hate those!"

Tell me about yourself.

Tell me about yourself.

- Did she do any research?
- Is she prepared?
- How does she speak?
- Does she take pride in her work?
- What else should I ask about?

Where do you want to
be in five years?

Where do you want to be in five years?

- Does he have any sort of plan?
- Does he work on self-improvement?
- Will I have a place for him?

What is your greatest
weakness?

Why do you want to
work for us?

- and -

What do you know
about our company?

Why do you want to work for us?

- Has she done research?
- Is this just another job for her?
- What drives her?

Tell me about a project
that didn't go well.

- or -

Tell me about a
teammate you've had
trouble with.

Tell me about a project that didn't go well.

- Is he a blamer/whiner?
- Can he learn from mistakes?
- How are his personal skills?

Candidate questions

What's a day like?

What sorts of projects
will I be working on?

What will the first day
be like? First month?

Is this a new position,
or are you replacing?
What happened?

Tell me about the team
I'll be joining.

Can I meet the team I'll
be joining?

Show you can
do the job.

Show you can do it.

- Diagnose a dead PC.
- Write some code.
- Assess design problems on a web page.
- Participate in a code review.
- Critique a network diagram.

Always ask for the job.

Debrief after.

Debrief after.

- Thoughts
- Impressions
- Stories
- Follow-up

Recap

- Your awesomeness is not self-evident.
- Think like the hiring manager.
- You and the hiring manager both want the same thing.
- Speak in terms of time and money.
- Interview is first day on the job.



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