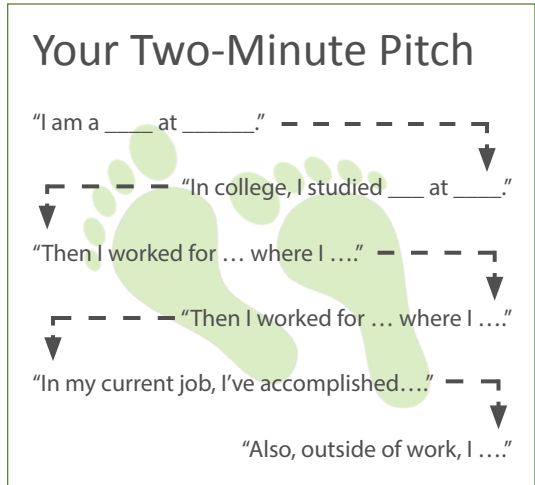




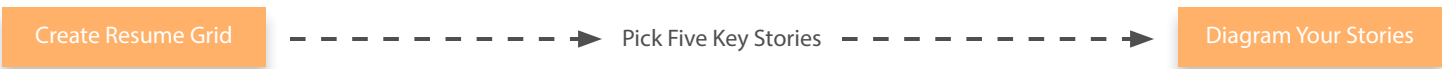
Created By Gayle Laakmann McDowell

Must Knows

- › “So, tell me a bit about yourself...”
- › “Why do you want to work here?”
- › “Why should we hire you?”
- › “Why are you leaving your current job?”
- › “Where do you see yourself in 5 years?”
- › “What do you do outside of work?”
- › “What are your strengths and weaknesses?”



Preparing for Behavioral Questions



Themes	Job 1	Job 2
Leadership & Influence	story	
Mistakes & Failures		story
Challenges	story	
Teamwork	story	story
Successes		story

Stories	Story 1	Story 2
THEME(S)	e.g., Leadership, Challenge, ...	
Nugget	“Sure, let me tell you about when I ...”	
Situation	Only the basics needed	
Action(s)	Expand here!	
Result	Prove it!	
THE POINT	What does it say about you?	

Coder? Add: Bugs, Architecture, Optimization, Scaling.

Structured Answers

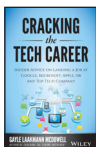
- N** **Nugget.** “Sure, let me tell you about the time that I ...” This focuses you and your interviewer on what you’re about to say.
- S** **Situation.** Explain just basics. The interviewer only needs enough details to understand what you did. Most people spend too much time here.
- A** **Action(s).** Detail what actions you took. “First, I ... Then, I ... And finally, I ...” This is where you should spend most of your time. Speak in bullets!
- R** **Result.** Succinctly explain the result of your efforts were. Prove that the impact was good with numbers or a clear success metric.

Check Your Stories

- › Are they substantial?
- › Are they understandable?
- › Have you explained *why* you did it this way?
- › What do they say about you?
- › Are they really about you (not your team)?
- › Have you covered all the themes?
- › Can you answer, “What would you do differently?”?

Questions For Your Interviewer

- › Things you want to know.
- › Things that show passion/interest.
- › Things that show skills.



Books by Gayle