

# Technical Interviews

Tips from an Interviewer

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# What are we going to talk about?

Part 1: The right mindset

Part 2: Anatomy of an interview

**The right mindset**

# Interviewing can be extremely stressful

- Am I good enough?
- Do I have enough experience?
- Can they see how stressed I am?
- I am desperate for money...

# Skill: Technical ability Vs. Mindset

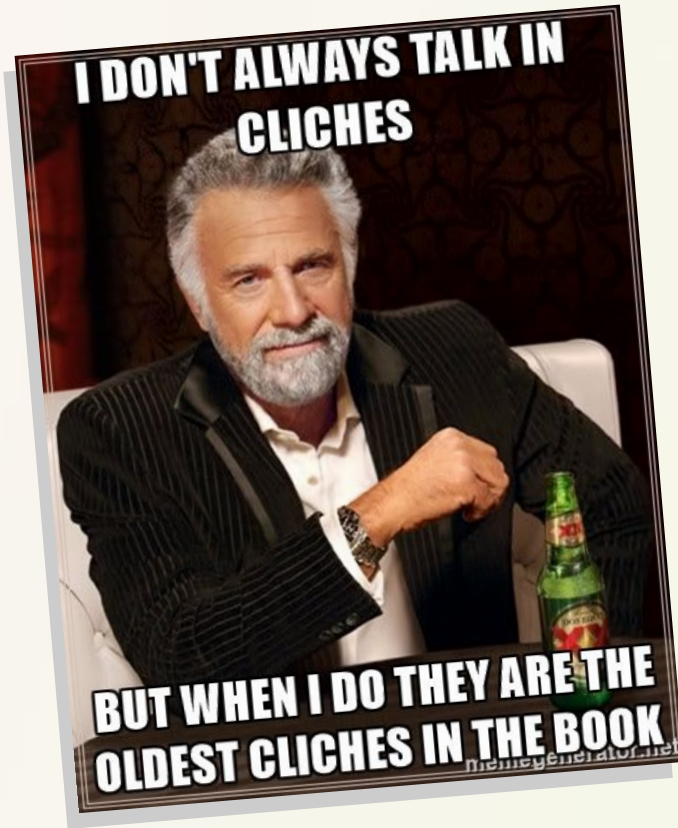
- Technical ability and mental state are independent
- Together they determine how good we will be in a given skill
- Interviewing well is just another skill

# **The Fallacies of Job Seeking**

**Quiz!**

Fallacy: **OMG THEY ARE EVALUATING ME!!!**





If you are going to remember only one thing from this lecture, remember this

**Truth: Interviews are two way processes (and good employers know that...)**

# Interviews are two way processes

- No one is doing you a favor when they hire you.
- Hiring is about the fit.
- You should evaluate the employer as well
- Don't give up your power

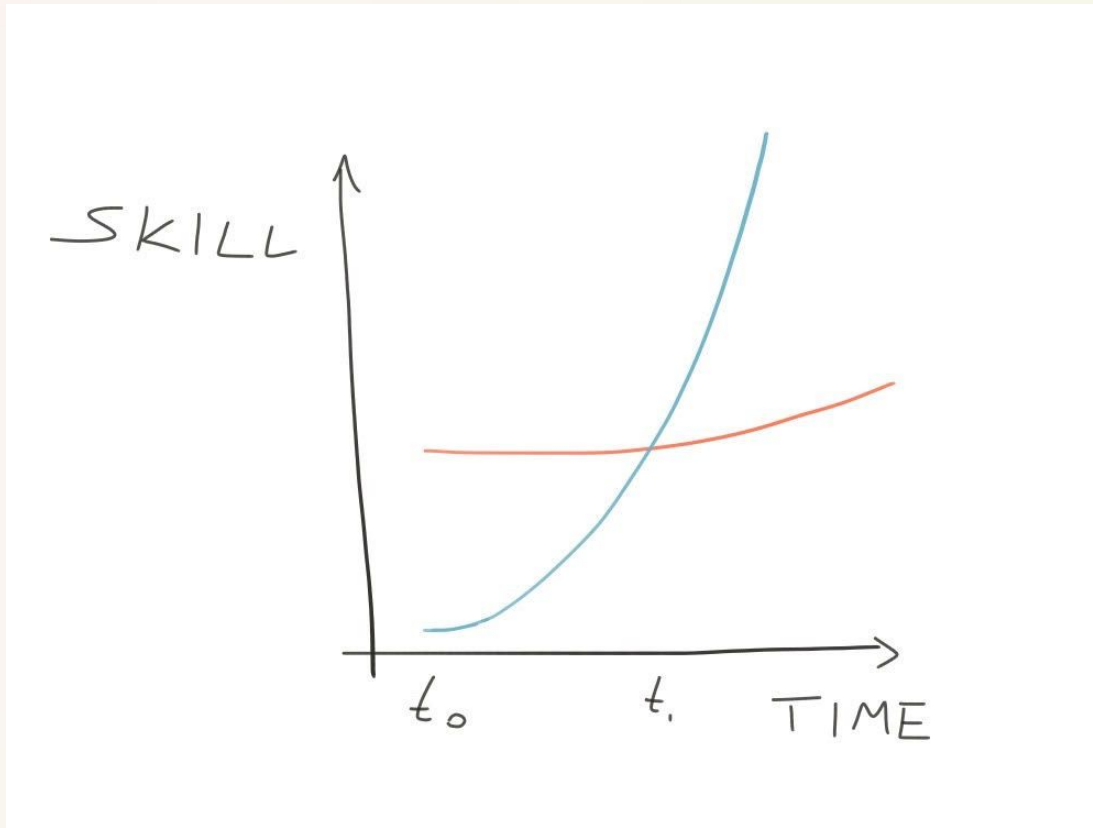
**Quiz!**

Fallacy: **I have to have the most experience/talent/flair in order to get hired**

**Truth: You don't know what the employer's considerations are**

# You don't know what are the considerations

- You already got your foot in the door



Example: **Who would you choose?**



# You don't know what are the considerations

- You already got your foot in the door.
- Different employers have different considerations
- The interview is not customized
- You can't tell how good you are doing - better to just relax

**Quiz!**

Fallacy: **Interviewer knows what she's doing**

Truth: **Interviewers are (flawed) people too**

# Interviewers are (flawed) people too

- Interviewing schools - they don't exist :,(
- Interviewers have continent sized egos like the rest of us
- Some interviewers are just assholes

**Quiz!**

**Fallacy: If I am not hired it means I'm not good enough!**

Truth: **It's not about you**





# It's not about you

- Interview is optimized to reduce false positives
- Usually, you don't know why you weren't hired
- There are other candidates in the pool

**Secret: Interviewers can't tell how good you really are**

**Secret: The interviewer wants you to succeed!**

# **Anatomy of an interview**

# What is the interviewer looking for?

- Depends on the interviewer, of course
- When hiring juniors, mostly indication that you have potential
  - Smart and Gets Shit Done (SGSD)
  - Communicative
  - Enthusiastic
  - Resourceful, self learner
  - Professional
- Knows some technical stuff (WAT?)
- CAN CODE!

# Let's get to know each other!

- Interviewer may want to tell you about himself and the company

# Let's get to know each other!

- Interviewer may want to tell you about himself and the company
- "So, tell me about yourself"



# Tell me about a time...

- Behavioral Questions
- Technical questions



# It's all about the communication

- Never let the interviewer pull stuff from you
- Know enough to maintain an engaging conversation
- Have your questions ready
- Prepare in advance and practice with a friend
- Be honest

# Subjects you should probably be familiar with

- Disclaimer: This is my opinion
- Data structures (Lists, Arrays, Maps, Sets, Queues, Stacks, Trees, Graphs)
- Object oriented design principles
- Algorithms (Recursion, Sort, tree & graph traversal)
- Complexity (Big O notation)
- Tech specific stuff (Google provides!)
- See resources in last slide for places to get your practice questions from

# Code me a sheep

```
object Box {  
    def shake() = {  
        println("BAAAA!")  
    }  
}
```

Can't hire a craftsman without looking at his work...

# Code me a sheep

- The take-home programming task
- The interview programming task
- The whiteboard coding question

**What to do if you get stuck?**

**What to do if you get stuck?**

**COMMUNICATE!**

# Other types of questions

- The design question
- The conceptual question (vs. the trivia quiz)
- The dreadful brain teaser

# Some more?

- The xTreme programming day
- The opinion question



**Stuff to remember**

It gets easier - **I promise** :)

# Resources

General work-related advice

<http://www.askamanager.org/>

Technical interview preparation

<http://www.crackingthecodinginterview.com/>

Mor Schlesinger's blog, on interviewing among other things

<https://morschlesinger.com/>