

# 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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