

INTERVIEWING TECHNIQUES FOR COMPUTER SCIENCE MAJORS

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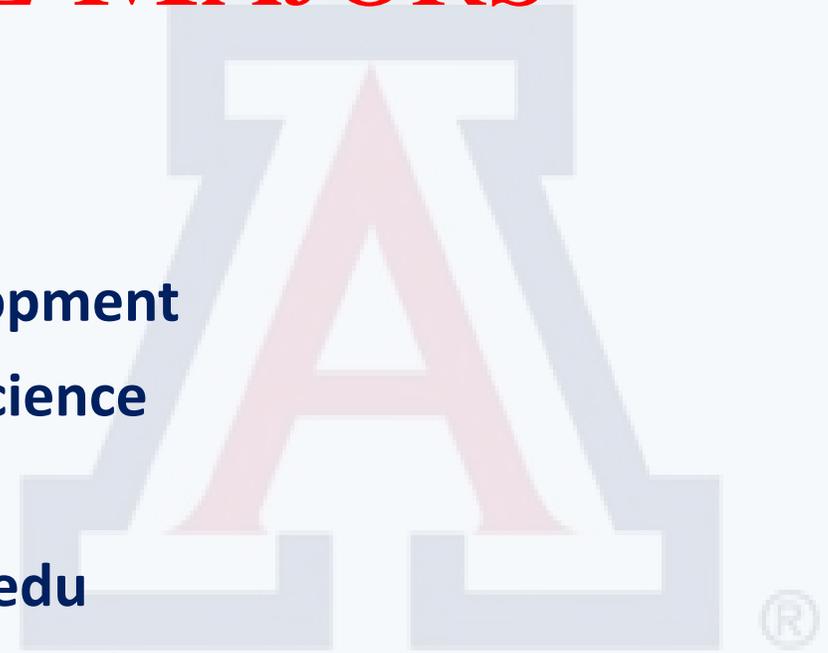
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Why a Special Presentation for Computer Science Majors?

- You are special in many ways:
 - a. Technical skills you possess
 - b. Quantitative abilities you've gained as a CS major
 - c. Knowledge of computer languages and writing code
- Because of your special knowledge and skill set, you must be prepared to handle multiple types of questions in an interview i.e., standard questions, behavioral questions and technical questions



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The Three Keys to Interviewing Well

- Preparation
- Preparation
- Preparation

* NEVER go into an interview without having thoroughly prepared



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Know Yourself

Take time to think about you:

- Strengths, weaknesses
- Career goals
- Academic preparation
- Computer/programming/coding skills
- Problem solving skills
- Experiences you've had/problems you've solved

*Match YOU to what the employer needs



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Know the Employer

Research the organization and its culture by reviewing what you can find on-line

- Company web site
- Company's social media sites (i.e., Facebook, LinkedIn, Twitter, etc.)
- Glassdoor.com
- Lexis/Nexis
- Wikipedia and other related sources

Would working here give you those things you want in your first job?



* Use this research to generate questions to ask the interviewer when it is your turn
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Using Social Media ... using LinkedIn

The image shows a screenshot of the LinkedIn profile page for Google. At the top, the LinkedIn logo is on the left, and a search bar with the text "Search companies..." is in the center. To the right of the search bar are icons for messages (with a red notification badge showing '3'), a flag, and a profile icon. Below the search bar is a navigation menu with links for Home, Profile, Connections, Jobs, Interests, Business Services, and Try Premium for free. A banner below the navigation menu reads "Stay On Top Of Your Game - Follow us for the latest in data-driven marketing, tool kits, event passes+". The main profile section features the Google logo on the left, the name "Google" in the center, and "3,200,057 followers" and a yellow "Follow" button on the right. Below the name are tabs for "Home" and "Careers". A large image of a modern office interior with colorful circular structures is displayed. A tooltip box over the image says "Now you can share this page with your connections across social networks." To the right of the image is a section showing connections: four profile pictures with labels "1st", "2nd", "2nd", and "2nd" below them. Below the pictures are statistics: "1 first-degree connection", "543 second-degree connections", and "61,244 Employees on LinkedIn". A "See all" link is at the bottom right of this section. Below the image is a text block: "Google's mission is to organize the world's information and make it universally accessible and useful. Since our founding in 1998, Google has grown by leaps and bounds. From offering search in a... see more". Below this is a "Recent Updates" section with a post from Google: "There's a sense that 'I just gotta do my dumb job' — but it doesn't have to be that bad." — Being the Best Interviewee. At the bottom right of the page is a "Careers" section with the Google logo, the text "Interested in Google? Learn about our company and culture. 1,996 jobs posted", and a "Learn more" link with a "6" next to it.

in

Search companies...

Home Profile Connections Jobs Interests Business Services Try Premium for free

Stay On Top Of Your Game - Follow us for the latest in data-driven marketing, tool kits, event passes+

Google

Google

3,200,057 followers Follow

Home Careers

Now you can share this page with your connections across social networks.

1st 2nd 2nd 2nd

1 first-degree connection
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See all

Google's mission is to organize the world's information and make it universally accessible and useful.
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Recent Updates

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Interested in Google?
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Learn more 6

Using Social Media ... Google

The screenshot shows the LinkedIn search interface. At the top, the LinkedIn logo is on the left, and a search bar contains the text 'google'. To the right of the search bar are a search icon and the word 'Advanced'. Below the search bar is a navigation menu with 'Home', 'Profile', 'Connections', 'Jobs', 'Interests', and 'Business Se'. The main content area shows '32,960 results for google'. On the left side, there are filters for 'Advanced', 'All People', 'Relationship' (with checkboxes for All, 1st Connections (1), 2nd Connections (437), Group Members (46), and 3rd + Everyone Else (32479)), and 'Location' (with checkboxes for All, United States (32960), San Francisco Bay ... (21344), Greater New York Ci... (3985), Ireland (2757), and United Kingdom (2467), plus an 'Add' button). The search results list three profiles: 1. Marc Hatfield (1st), Content Partnerships at Google, Greater Los Angeles Area • Entertainment, 10 shared connections • Similar • 500+. 2. Anna Santos (2nd), Strategic Partner Manager at Google, Greater Los Angeles Area • Internet, 1 shared connection • Similar. 3. Ethan Ambabo (2nd), New Business Development Senior Manager - Chrome OS Special Projects, San Francisco Bay Area • Internet, 1 shared connection • Similar. Below the third profile, there is a 'Past' section: 'MBA Student, Class of 2012 at Kellogg School of Management. Attended school on Google Educational Fellowship, to pursue majors in Finance and Entrepreneurship.' and a 'Current' section: 'New Business Development Senior Manager at Google. New Business Development Manager - Chrome OS, Google Drive...'. The 'Education' section is: 'Northwestern University - Kellogg School of Management'. Each profile has a 'Message' or 'Connect' button.

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Know the FIT between your skills, knowledge and interests and the employer's needs

- Are you interested in doing what the position requires?
- Are the work environment and corporate culture things you would enjoy and do well in?
- Is the location of the position one in which you can be happy?
- Is the salary sufficient to support yourself and others if necessary?



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Preparing for the Interview

For standard interview questions, know the “whys”

- Why should I hire you?
- Why did you pick the University of Arizona?
- Why did you major in Computer Science?

For behavioral interview questions, have your stories (STAR)

- “Tell me about the most difficult problem you solved when writing software code”
- “Tell me about the most important contribution you made to your team when completing a project”
- “Tell me about the project you enjoyed the most, and what made it enjoyable”

For Technical Questions

- Know what you learned when working on all projects and how you completed the assignment. You will get asked technical questions and may be asked to write code as part of the interview process.



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Qualities Interviewers Evaluate

Your ability to communicate effectively

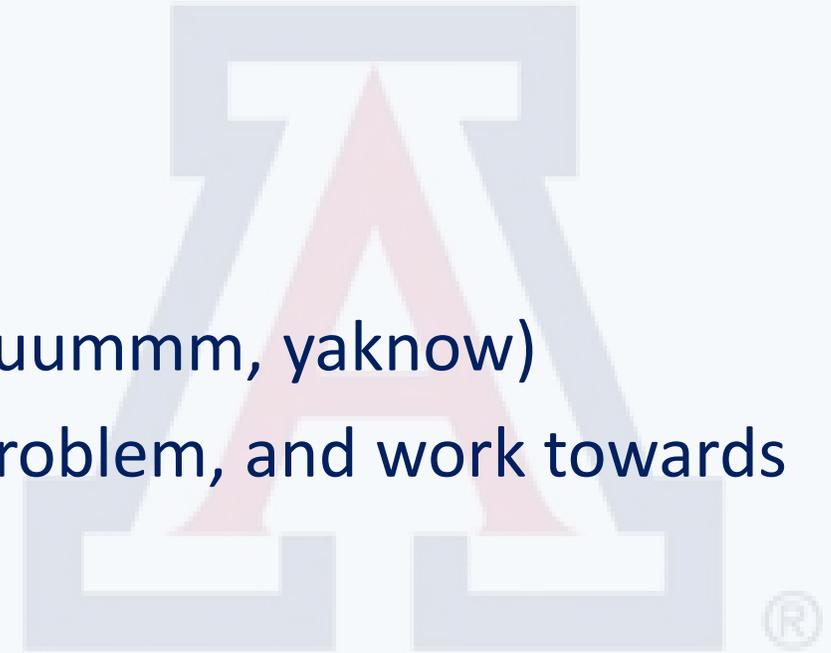
Your ability to solve problems

Your maturity

Your preparedness for the interview (aaahh, uummm, yaknow)

Your knowledge and ability to understand a problem, and work towards solving it (How would you....)

Your level of responsibility



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Make the Best First Impression

- Five second rule
- Professional appearance
- Firm handshake
- Follow employer lead
- Show enthusiasm and smile
- Be on time, 10 minutes early is good
- Be positive...and honest
- Good eye contact
- Posture: lean slightly forward, feet on the floor, and gesture in the direction of the interviewer
- Listen actively



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Dress for Success

Men's Attire

- business suit
- Silk tie
- Leather shoes (lace up is preferable)
- Avoid after shave lotion (Yes, please shave!), and cologne

Women's Attire

- Business suit
- Conservative hair style
- Minimal jewelry
- Avoid perfumes and any other fragrances



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Types of Interviews

- ❑ **Screening**

 - Brief interview, 20 minutes or less

 - Example: phone, job fair, on-campus

- ❑ **Phone Interview**

 - Schedule it at a time convenient to you and have it in quiet place

 - Have all your notes with you and in front of you

 - Wear pants!

- ❑ **Site Interview**

 - Typically second or third interview

 - Frequently an all day event

 - Interviews may appear less structured (non HR people)



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Technical Interviews

- You should anticipate that you will engage in a technical interview if your initial interviews are successful.
- Practice! You want to be well prepared for a technical interview.
 - Talk with peers who have completed a technical interview
 - Participate in mock interviews
 - Online resources
 - Google Hangout Technical Interviews Tips:
<https://m.youtube.com/results?q=google%20technical%20interview&sm=1>



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Your Weaknesses?

“What is your greatest weakness?”

“We normally hire individuals with more experience than you have now.”

- Address the weakness with other strengths you bring to the position.
- Demonstrate how you have completed tasks/projects with which you had little or no experience in the past.
- Articulate your confidence in your ability to do the job well.



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The Salary Question

“So, what kind of salary are you looking for?”

Do not discuss salary until AFTER they have made you the offer. If you are asked about your salary requirements, say something like:

- “What is the typical hiring range for this position?”
- “I’m more interested in the job responsibilities work environment and corporate culture. If you think I’m the person you want in this position, I’m sure we can reach a mutually agreeable salary.”
- When all else fails.....have a salary range based on your research...



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Sample Questions YOU Could Ask

- What qualities or characteristics have made people successful in this position/program?
- What is the typical career path for a person starting in this position?
- What plans/projects are being developed?
- **What is the next step in the interview process?**

*****Get a business card from the interviewer/ask for an email address*****



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Leave a Positive Lasting Impression

- Thank everyone you meet for their time and the opportunity to interview for this position.
- Have a firm handshake.
- SMILE
- Reiterate your enthusiasm
- Let them know you want this job...if you do.



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But I'm the Most Qualified!

- Don't assume that the most "qualified" candidate will get the job.
- Looking "good" on paper is not enough. Job offers go to the "best" interviewee...and those that have and display their "passion" for the field and the job.



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Some helpful websites

Standard Interview Questions

- <https://www.youtube.com/watch?v=qSylCmes5dw>
- <http://www.forbes.com/sites/jacquelynsmith/2013/01/11/how-to-ace-the-50-most-common-interview-questions/>
- <http://money.usnews.com/money/blogs/outside-voices-careers/2013/03/06/5-interview-questions-you-should-always-prepare-to-answer>
- <http://www.glassdoor.com/blog/7-research-job-interview/>

Phone Interviews

- <http://money.usnews.com/money/blogs/outside-voices-careers/2011/06/14/17-tips-to-ace-your-next-phone-interview>

Behavioral Interviews

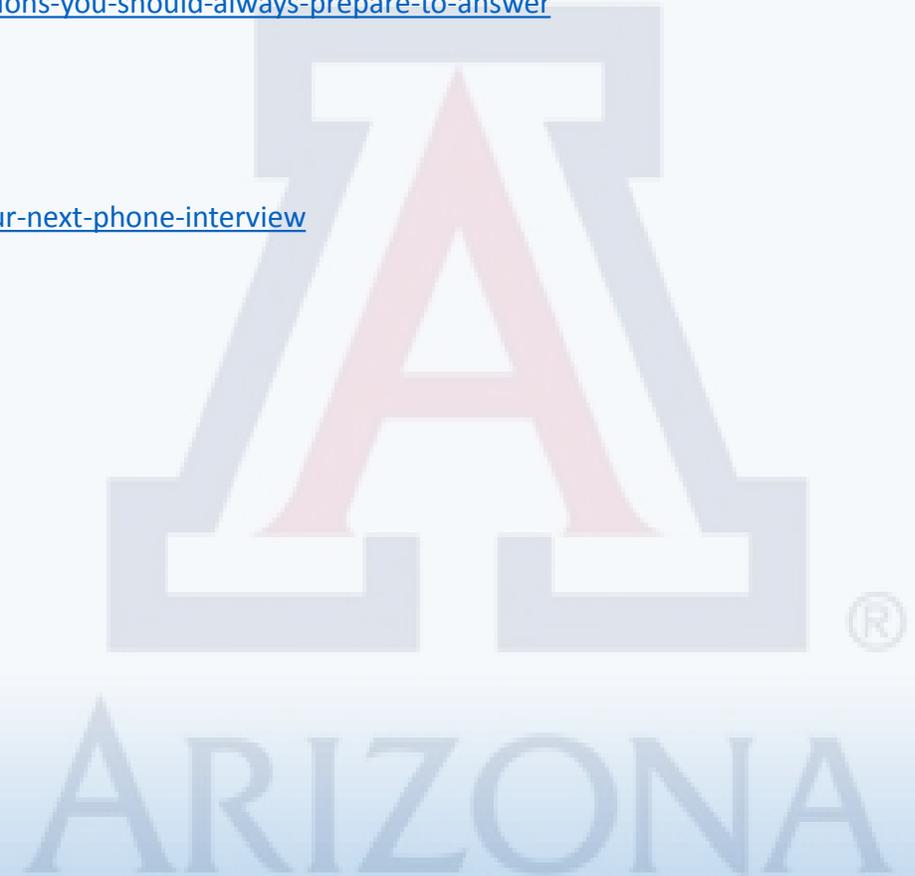
- http://www.quintcareers.com/sample_behavioral.html

Technical Interview Questions

- <https://www.youtube.com/watch?v=oWbUtlUhwa8>
- <https://www.youtube.com/watch?v=qc1owf2-220>
- <https://www.youtube.com/watch?v=6hK3V7-ig8k>
- <https://www.youtube.com/watch?v=U0nvXHh7o-w>



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TIPS

Have a list of reasons why the company should hire you, and use this list to answer questions...(Rule of 10: 10 reasons why they should hire you...what you know, what you can do, who you are)

Keep answers to standard and behavioral questions to no more than 2 minutes in length. Longer answers tend to lose listeners. Answers must be focused, answer the question asked, and demonstrate your skills, knowledge and experience.

Never Say anything negative about yourself, anyone else, an employer, a company or your education.



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