

## **Job Interview Process by David Lewis**

There are many ways the interviewing process in the tech world can be improved. My particular approach is as follows.

To start off, behavioral questions. Behavioral questions are very important because they gauge how well a person will be able to interact with someone else on a social level. Not only does being able to intellectually challenge one another help facilitate a positive work environment, but also being able to laugh, connect, and share similar non-work related interests. A few behavioral questions I would ask are: what do you like to do in your free time, what is something you've enjoyed thoroughly but never pursued, what are the top three things you hope to get out of life, and where do you see yourself five, ten, and twenty years from now. All of these questions will help tell what kind of person someone is and what type of thinker they are outside of work.

When actually moving into the technical questions, they would be similar to the questions posed by companies today. First, there would be relatively easy questions based on previous technical projects, as well as basic data structures. Questions that fall in this category would be: describe a linked list, describe an array, describe a binary search tree, how do you insert into  $x$  data structure. In terms of technical projects, the individual would be required to explain in detail a technical project they were involved with, problems they came across, solutions to these problems, and the timeline of the project. If a person did not have previous technical projects, then that individual would be expected to think of a technical project interesting to them and explain how they'd implement the project, the timeline, and why they want to work on the project. The reasoning for these questions is to see the role the person played in a technical project, if they have basic computer science knowledge, and gauge passion for the topic. After the first round of questioning, the next part of the process would consist of a take home coding problem that one can solve using any resource. However, they must not allow anyone to code for them. The question will be the most difficult problem in the interview process and will require prior knowledge and reaching out to different sources such as the internet and people. In fact, students would be encouraged to cite stackoverflow links, google links, and other people they asked specific advice from. The take home question would be to determine how well they can link different sources, as well as internal knowledge, to solve a problem. If they solve the problem correctly, or well enough, the interviewee moves onto round three. The final technical question asked would involve solving a medium difficulty coding problem via online text editor and skype using data structures and basic algorithms. The purpose of face to face interviewing is to see how they work through a problem, their thought process, and what types of questions they ask. The initial questions would take place wherever the interviewee felt most comfortable. The third set of question(s) would occur face to face in a similar environment or on-site. The environment should be comfortable to either simulate a regular coding environment that the interviewee is use to, or facilitate excitement because of the environment that they could be working in if on-site.

The candidate would be evaluated based on how excited they are about previous projects they worked on, the difficulty of previous projects to a lesser extent, how well they are able to come up with a solution to the difficult take-home problem with the sources they used, and how quickly they are able to learn and apply new information. All of these factors are taken into account when figuring out if the interviewee fits into the culture. If they are willing to help others, willing to ask for help, and quick learners as well as have a few technical skills, they are a great potential employee. Behavioral questions are just as important because they decide if a person can fit into a non-work, work culture. Non-work, work culture speaks about how well you enjoy working with other people. If you are excited to come to work not only to be challenged but also to talk to a friend about something cool you did the other night, then the overall work happiness level increases, which will lead to a productive work environment.