

SPEED INTERVIEWS

with
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PREPARE.
REHEARSE.
RESEARCH.



INTERVIEW TIME!
BREATHE.
THINK.



ANSWER
SUCCINCTLY.



BEHAVIORAL
QUESTIONS:

SITUATION

TASKS

ACTION

RESULTS



SHOW YOUR
WORK.



“I DON’T KNOW.
BUT...”



START THE
SPEED
INTERVIEWS!





GOOD LUCK!

SPEED INTERVIEWS

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General Questions

- Tell me about yourself.
- What inspires you?
- Why did you choose this field as a career?
- Why do you want to work for this organization?
- Where do you see yourself in 5-10 years?
- What are your greatest strengths and how do you leverage them?
- What is your greatest weakness and how do you overcome it?

Experience Questions

- What was your most favorite project? Why?
- Tell me about a time you had to deal with an angry client/boss. How did you handle him/her and what was the outcome?
- What's the part of this job/field you struggle with or dislike the most?
- What are the three most important qualities to be a good [designer/developer/etc]?
- What advice would you give to someone seeking a job in this field?

Behavioral Questions

- Tell me about a time when you failed miserably. What did you do?
- Have you ever received feedback you didn't agree with? What did you do?
- How do you deal with confrontation?
- Have you had to deal with a difficult situation involving a coworker?

Design-Related Questions

- What is your favorite part of the design process?
- How would you convince me that white text on a black background is not a good idea for my site?
- How do you ensure that your design intent is carried all the way through to the user?
- What are the pros/cons to having a style guide?
- How do you approach site design for desktop vs. mobile browsers?
- What steps do you take to ensure your designs are accessible?

Technical Questions

- Our site supports IE 6-8, FF 3+, & Safari 3+. What is your CSS hack strategy?
- Do you validate your markup and CSS? What errors and warnings do you usually get? What do you do about these?
- What can you do to make a site more accessible?
- Describe your approach for building a site which also works nicely on mobile devices.
- Name some deprecated elements in XHTML 1.0.

Stretch Questions

- Were you satisfied with the work you did on the last project you launched? What would you have done differently? What would you do the same?
- What would you do to ensure key participants in an upcoming meeting all attend and contribute?
- I just loaded our new site and I get a blank screen or error. What would you do to troubleshoot the problem?
- What do you think will be different about our industry in 5 years? What will be the same?