SPEED INTERVIEWS

with Kimberly Blessing
@obiwankimberly
PREPARE.
REHEARSE.
RESEARCH.
INTERVIEW TIME!
BREATHE.
THINK.
ANSWER SUCCINCTLY.
BEHAVIORAL QUESTIONS:

SITUATION
TASKS
ACTION
RESULTS
“I DON’T KNOW. BUT...”
START THE SPEED INTERVIEWS!
GOOD LUCK!

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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?