

IT INTERVIEWING SKILLS

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Agenda

- Intro
- Subjectivity

Section I

- IT Specific Interviewing Tips
 - IT Interviewing Questions

Section II

- General Interviewing Tips
 - General Interviewing Questions
- Wrap Up



Subjectivity



IT SPECIFIC INTERVIEWING TIPS

IT Specific Interviewing Tips

The most important tip for an IT interview:



- E.g. communication skills, adaptability, dependability
- IT is more integrated into the business than before, which means more interdepartmental communication
- IT hiring managers are starving for IT candidates with great soft skills

IT Specific Interviewing Tips

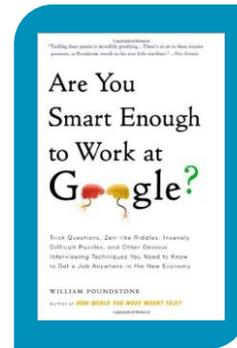
Popular question tactics for IT interviews:

- Behavioral Interviewing
 - “Tell me about a time when...”
 - How should the job seeker answer these?
 - Prepare 3 successful stories, and 1 unsuccessful story
 - STAR Method (Situation, Task, Action, Result)
 - If nothing else, the candidate should vocalize their thought process
 - Never go negative

IT Specific Interviewing Tips

Popular question tactics for IT interviews:

- Google-style questions
 - Absurd interviewing questions popularized by Google's HR
 - Very popular in IT startups
 - How should the job seeker answer these?
 - Think out loud. They want to see a thought process
 - Book: Are You Smart Enough to Work at Google



IT Specific Interviewing Tips

Technical IT sample interview questions:

- **Entry Level:**
 - What are the three major classes of an IP network?
 - What is OSPF?
 - What is an IP address?
- **Network Administrator**
 - What is a VPN?
 - Describe a TCP connection sequence
 - What is a default route?
- **System Administrator**
 - How would you configure an NFS server?
 - What are the disadvantages of circular logging?
 - What is a multimaster replication?

IT Specific Interviewing Tips

Additional IT interview quick tips:

- #1: Play to your strengths
- #2: Be honest about your IT knowledge
- #3: Don't be afraid to be an IT nerd
- #4: Be ready to demonstrate abilities



GENERAL INTERVIEWING TIPS

General Interviewing Tips

The Basics:

- Maintain eye contact
 - Give proper handshakes
 - Dress appropriately
 - Smile
 - Be personable to everyone
 - Prepare questions to ask
 - About the role, training periods, company culture, current projects, etc.
 - Don't be late, and don't be 2 hours early
 - Turn off cell phone
- Roughly 10% of IT candidates make one or more of these mistakes!



General Interviewing Tips

The Basics:

- Research the company
 - Read their website and anything from Google
 - Speak to recruiters and/or networking contacts
 - Use LinkedIn
 - Set up a Google Alert
 - Know about competition and industry
 - Don't be too overzealous
- Gauge the interviewer properly
 - Is the interviewer chatty or business-like?
 - Is the tone of the interview lighthearted or serious?



General Interviewing Tips

General interview questions:

- Tell me about yourself
- What's your greatest strength? Weakness?
- Why do you want to work here?
- Why did you apply for this position?
- Why did you leave your last employer?
- Where do you see yourself in 5 years?
- What are your short and long term goals?
- What was your biggest success at your last job?



General Interviewing Tips

General interview questions:

- Q: "Why were you laid off?"
- A: "The company had to cut back, and my job was eliminated, unfortunately."
 - Keep the answer short
 - Don't go negative



General Interviewing Tips

Illegal interview questions:

- Is English your first language?
- How old are you?
- What's your maiden name?
- Do you have kids?
- Do you smoke?
- Do you have any disabilities?
- How far is your commute?
- How did you get that gnarly scar?



General Interviewing Tips

Illegal interview questions:

What should a candidate do?

- What's the intent of the question?
- "That's a great question. I'd be happy to answer if it relates to the position."
- If it does relate, you can address any hesitation directly
- If question is truly offensive, contact EEOC



General Interviewing Tips

The end of the interview:

- “What are the next steps in the hiring process?”
- “When can I expect a decision to be made?”
- “When would be the best time to follow up?”
- Always reinforce interest in the role
- Always send a “thank you” follow up email within 24 hours



Upcoming Webinars:

- Visit www.illinoisworknet.com/jdneg to view previous webinars.
- Upcoming Webinar:
 - JD NEG Open Forum Webinar Discussion – 09/24/2015 @ 2pm



Please visit the NEG page on Illinois workNet for an up-to-date calendar of events and registration information:

www.illinoisworknet.com/jobdrivenNEG



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Sources and Links

- www.illinoisworknet.com/jobdriveneg
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- <http://jobsearch.about.com/od/interviewquestionsanswers/a/it-interview-questions.htm>
- www.best-job-interview.com
- Fortune Magazine article, "Humans are Underrated":
<http://fortune.com/2015/07/23/humans-are-underrated/>
- Jimmy Fallon SNL skit on IT people: <https://screen.yahoo.com/nick-burns-companys-computer-guy-000000500.html>
- Google interviewing book: <http://www.amazon.com/Are-Smart-Enough-Work-Google/dp/0316099988>