

How to work with your interviewer

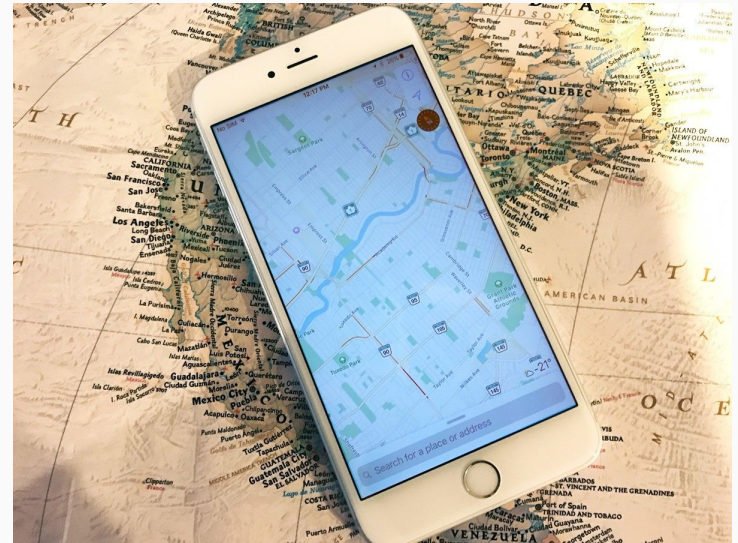
Why should you collaborate?

- Your interviewer wants to help you
 - The toughest interviews are when I try to help someone and they won't let me
 - Don't try to prove yourself
- Only your interviewer really knows what they are looking for
- It's an easy way to get them to like you



Letting them guide the time

- Your interviewer knows how long things should take
- They may want to ask you more than one question
- “I’m going to do X. Does that sound good to you?”
- Warning: This can make you seem less confident, but if you do it properly, it will be a net-positive



Taking a Hint

- If your interviewer gives you a hint, it doesn't mean that you screwed up
- If you do get stuck, it is also okay to ask for a hint
- The biggest mistake is that people get thrown off or feel like they screwed up



How to use hints effectively

- LET GO
 - The biggest mistake is holding onto your existing ideas
- How to let go
 - Write stuff down
 - Follow the system
 - Take a step back

Ways to be likeable

- Likeability is important - first impressions matter
- Smile and try to engage the conversation
 - Don't go on and on but don't give one-word answers
- Try to be confident
 - If you're nervous, it might make them uncomfortable
- The doorway technique



Handling Interview Nerves

- Remember that your interviewer wants you to succeed
- Have a good pre-interview ritual
 - We'll discuss this
- Act like you're not nervous
 - If you force yourself to laugh, you will actually start laughing (Tony Robbins)



How to get good?

- Practice
- Interview practice
 - Pramp
 - Gainlo
 - Interviewing.io
- Other practice
 - Toastmasters
 - Wedding toasts
 - Video yourself
 - Actual interviews

Your pre-interview routine

Why do you need a routine?

- It warms up your brain
- It puts you into the right “state”
 - Puts you at ease
 - Helps you manage your nerves
- It keeps all the variables the same
 - Look at pro athletes



What should your routine look like?

- #1 - DON'T CHANGE ANYTHING
 - You don't try out new shoes on race day
- Varies for phone screen vs. onsite
 - Onsite requires more physical prep
- Night before
 - Get enough sleep
 - Do a few easy/medium practice problems
 - Skim any problem topics
- The morning of
 - Follow your normal routine
 - Do a few easy practice problems

What should your routine look like?

- This needs to be customized to you
- Find what works and stick to it
- Try to start developing routines/habits now
 - Always use the same notebook
 - Always keep the same windows open on your computer
- All of these will help you be more consistent/comfortable during your interview

The Post-interview

Follow up!

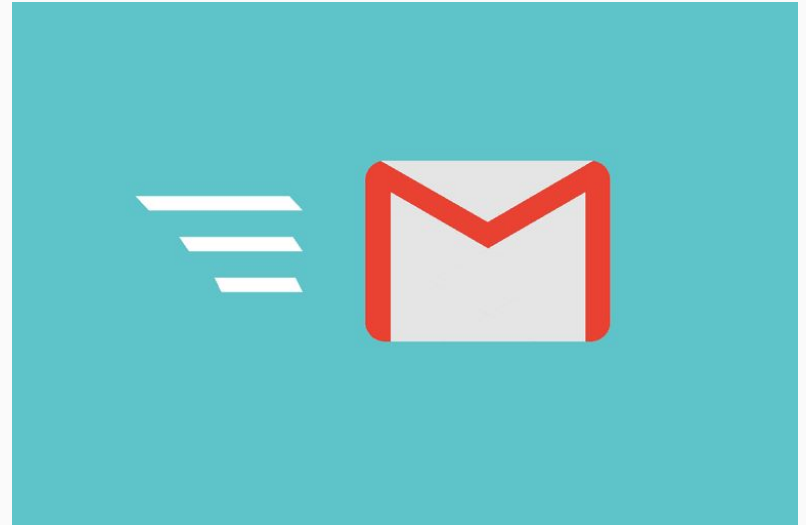
The fortune is in the follow up

- We forget that other people are more important to us than we are to them
- Just because someone doesn't follow up immediately doesn't mean they hate you, they may have just forgotten
 - This happens to me constantly
- Your recruiter is your best friend during this process



Immediately after the interview

- Nice to follow up with as many people as you can
- Definitely follow up with the recruiter at least
- Nice to follow up with others if you can find their info



After a week or two (if they don't email)

Reply to the previous email:

Hey FIRSTNAME -

Hope all is well with you. I hadn't heard back from you so I just wanted to check in and see if there was any more progress on my interview feedback.

Thanks!

Sam

My favorite default follow up

Hey FIRSTNAME -

Just wanted to bump this up in your inbox in case you missed it. Would love to discuss X.

Best,
Sam

If you don't get the offer

- This is expected
- No matter how good you are at interviewing, it's still a numbers game
- The goal is to focus on taking what you can from the interview and using that to improve
- Don't let it get you down
 - This is the most destructive thing that can happen

