COMPETENCY INTERVIEW

In five years I’ll have immigrated to the moon and own a farm of chickens
For starters

- There is no right answer
- There is an *ideal* answer
- Do not stress
- Be honest
- Take your time
- Think before you answer
WHERE DO YOU SEE YOURSELF IN FIVE YEARS?
Remember flexibility?

- Now’s the time you’ll need it
- Questions may not apply to you
- You may not have answers
If you don’t know...

* Ask for clarification
* Answer truthfully
* Show willingness to work / learn / grow
* Worse answer: “Dunno. Whatever.” (=uninterested)
* Take a few seconds to think!
“Well, I’m not sure. Life, for me anyways, never pans out as I plan it. However I always try and improve things if I’m at a point where I don’t like where it’s (=life) heading. Work wise, I’d like to learn more about machine learning though. As the internet is attracting a wider audience, information is also becoming more representative of people and I’m very interested in what they have to share. I’d be happy if in five years time I would have been able to research online personality development as it’s one of my main interests.

Also, personally, I’d like to run a full 5k by then.”
What did I just say?

- No idea if this was a good answer, but...
- Positive outlook
- Professional and personal goals
- No perfect plan, but flexible
- May want to shape it so it involves the company in some way
WHAT IF...
“My brain decided to take a holiday”

- Think
- Ask for clarification
- Think
- Repeat the question slowly
- Still blank?
- Say: “I don’t know.”
OMG - Interview fail?! 

* Doesn’t have to be
* Rambling about something you have no clue will probably be worse
* They might guide you
* They understand nerves
* Try and calm down
TELL ME ABOUT THAT TIME YOU MISSED A DEADLINE

How did you handle it?
That never happened.

Should I make something up?

Should I just say I never missed a deadline?

Will they believe me?

But I never missed a deadline!!
What are they trying to ask?

* How did you deal with something *like that*
* You could: tell them you’ve never missed a deadline
* However that was that one time when you worked in a team
* And something went wrong
* .....etc.
They want examples of

- Adaptability
- Quick thinking
- Conflict management
- Understanding of the wider picture
- Understanding of additional resources
They’d rather not see...

- A history of absolute stress / panic
- Isolation
- Seeing the problem as a *problem*
- Not asking for help
STAR

- Popular technique
- Situation - Task - Action - Result
- “So this was what was going on. This is what needed to happen.
- I decided to do this, and that totally saved the day!”
*yaaay*
In all seriousness

* It helps some people to define a STAR for different skills
* Means you’ll have a pool of situations (examples) to draw from
* If this is not your strongest point - practice
“Any questions?” “Yeah, so I hear you guys have free food...?”
Other

* Why’s my phone ringing...?
* Interviews are *mutual*
* The “so do you have any questions for me” thing
The phone interview

- Sanity-check
- Do you meet the requirements?
- Do we ‘click’?
- Have questions ready and
- Be prepared to chat about your past projects
Mutual liking

* Many are solely trying to impress the firm
* It goes both ways
* Do *you* like the people? The attitude? The “vibe”?
* You might think it’s unimportant - job is a job right?
* If you get in, though, you will be spending a *lot* of time there
Question time!

- Lazy interviewer? Probably not.
- How engaged are you?
- How much have you thought about the job?
- If you have - you must have a question...
- Shows your interest!
Finally

* Best tip:
  * Approach the interview as a *conversation*
  * Not an interrogation