DISHA workshop
Interview preparation
Team Emertxe
Some background
Interviewing

• Interviewing is a ‘selection process’ within a short time interval to select the right set of people in the given sample

• It depends on various factors:
  ✓ Company’s need (How urgent they need people on board)
  ✓ Technical skill expectation
  ✓ Behavioral skill expectation
  ✓ Competition on the given time-frame
  ✓ Interviewer / Interview panel
  ✓ Matching right set of questions with answers

• While some elements might not be in your control majority of them are in YOUR hands!
Our experience

• In Emertxe we have seen JOB OPPORTUNITIES are never an issue but converting that into JOB OFFERS is!

• Spending enough time on assignments, projects, following mentor instructions have direct reflections on the interview results

• Majority of the time our internal assessment & interview results match, except some exception cases

• People who had average skills and better attitude succeeded more than people who had opposite combination

• In summary its all about YOUR ATTITUDE!
Before interview

• Ensure you get your resume reviewed by mentors have 2-3 copies of printout ready. Its fine if the interviewer have an older version, you can request him to consider the latest one
• Dress professionally, look presentable in front of interviewer
• Get enough sleep before the day
• Mental visualization helps (First creation)
• Keep all your certificates & documents ready
• Ensure you have taken care of transport logistics. Try to carpool with your fellow batch-mates as it is inexpensive & helps you to reach on time
• Reach the venue at least 15 minutes before the scheduled time. In case you reach too early show up only when it is required
Facing technical interviews
Technical panel

• Typically a senior technical people will be meeting you during technical interviews

• Most of the times they want to check what you know well rather than going through what they know

• Technical interview panel expects:
  ▪ Precise answers
  ▪ Sound fundamentals
  ▪ Ability to apply
  ▪ Problem solving / Analytical ability
  ▪ Attitude to handle challenges
  ▪ Open for feedback

• The longer the duration of interview is, the probability of selection is higher
Do’s and Don’ts

• Do’s:
  • Be precise with your answers
  • It is not expected to answer 100% of questions, answer them with 100% correctness
  • If you don’t know answer immediately saying “I don’t know” or acting as if “I know” will create problems. Make sincere attempt to solve the problem
  • Invite the interviewer into the zone where you already know the answers. The more it happens it improves the probability of selection
  • While explaining about project call out your contributions, challenges, learnings rather than project specification
  • Use pen & paper as much as possible
  • Building premise (ex: Function prototype / Segments)
  • Handling lows & highs in a interview well
Do’s and Don’ts

• Don'ts:
  • Keeping answers very generic / shallow
  • Too much explanation about your project spec (ex: Steganography)
  • Arguing with the interviewer
  • Getting into personal discussions
  • Trying to deviate / avoiding answering
  • Showing as if you know everything
  • Quickly loosing confidence
  • Jumping into answers before understanding the question completely
Facing HR interviews
HR panel

- Typically a senior HR executive will be meeting you

- The main focus is to check behavioral fitment with the organization. Typically HR person knows less technical but more about people

- HR interview panel expects:
  - Long term commitment to the organization
  - Ability to learn
  - Willingness to work in different roles
  - Team player
  - Bring positive energy to workplace
  - Communication skills

- In summary they would like to see if you can ‘culturally’ fit into organizational way of working
Do’s and Don’ts

• Do’s:
  • Convey you are looking for a CAREER, not mere JOB
  • Storytelling - the HR guys would like it
  • Express you are FLEXIBLE - Dev / Test / Design
  • Sitting in attentive posture
  • Never talk in local language
Do’s and Don’ts

• Don'ts:
  • Getting emotional
  • Showing desperation to get the job
  • Arguments with HR executive
  • Asking unwanted questions (When will you get back?)
  • Asking too many questions
  • Talking in local language
  • Giving a feel as if you are already selected
  • Being too frank (Higher studies / Relocation plan)
About us: Emertxe is India’s one of the top IT finishing schools & self learning kits provider. Our primary focus is on Embedded with diversification focus on Java, Oracle and Android areas.

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