APPLIED HUMANING FOR TECHNICAL INTERVIEWS

Cate Huston
@catehstn
INDIVIDUAL PROCESSES NOT SYSTEMS

Cate Huston
@catehstn
This is about process, not about outcomes.
THE

PERFORMANCE

OF EMPATHY

Cate Huston
@catehstn
know thyself
Cate Huston
@catehstn


BEING IN THE RIGHT HEADSPACE
YES! THIS RACOON IS RIDING A CROCODILE

Cate Huston
@catehstn
UNDERSTAND BIAS
WHAT DOES A GOOD QUESTION LOOK LIKE?
INTERVIEW

TIME

MANAGEMENT

Women had such class....1954
TAKEAWAYS

1. Finding a good technical interview question is hard. Expect to spend some time on it.

2. Deep understanding of the question is key to interview time management.

3. Two people asking the same question is not the same.

4. Two people answering the same question in different languages is not the same.
Google, the margin of error was about 4%, according to Katie Bardaro, PayScale's lead economist and director of analytics.

PayScale operates an ongoing online compensation survey. "People come to our survey to understand their price in the labor market and how they compare to others like them," said Bardaro said. In the survey, participants are asked about their job, their employer, background characteristics and demographics.

In the complaint's account, Heath was contacted by a recruiter with Google's engineering staff. The company was looking for candidates with experience in C/C++ and Java. "After reviewing your experience, I thought you would be a great candidate to come work at Google and add value to both the Google team and to Heath," a Google recruiter wrote.

There was a technical telephone interview that, as described in this lawsuit, appears to have been handled oddly. The interviewer was 10 minutes late to the call, "barely fluent in English," and "used a speaker phone that did not function well." Heath politely asked him, repeatedly, to use the phone's headset, but the request was declined.

Consequently, Heath and the interviewer had difficulty understanding each other. One part of the interview involved writing a short program to find the answer to a problem posed by the interviewer. Heath accomplished the task and offered to share it via Google Docs or email, but, instead, the interviewer required Heath "to read the program code over the phone." It did not go well. The interviewer "seemed not to understand the lawsuit statement."
RESOURCES

"HE DOESN'T WORK HERE ANYMORE" CORALINE ADA AT MADISON RUBY

THE CHARISMA MYTH - ON WARMTH

WHISTLING VIVALDI - ON BIAS, INCLUDING RACISM

DELUSIONS OF GENDER - ON BIAS, PARTICULARLY SEXISM

WOMEN DON'T ASK - ON WOMEN AND NEGOTIATION

RIDE INTERVIEW PREP GUIDE

Cate Huston
@catehstn
APPLIED HUMANING FOR TECHNICAL INTERVIEWS

Cate Huston
@catehstn