

# 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

A decorative graphic consisting of a horizontal bar with a gradient from pink to purple. The bar tapers to a point on the right, forming a large arrow shape. Inside this arrow, there is a smaller, nested arrow shape, also with a gradient, pointing to the right.

# 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

 **The do's**

 **The don'ts**



# 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 losing confidence
- Jumping into answers before understanding the question completely



Facing HR interviews

A decorative graphic element consisting of a horizontal bar with a gradient from magenta to purple. The right end of the bar is shaped into a double-pointed arrow pointing to the right, with a white outline and a magenta-to-purple gradient fill.

# 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

 **The do's**

 **The don'ts**

# 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)



# Stay connected



**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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