

Interviewing For the BEST!



CNJ Technology



Welcome!



Meet the Facilitator



Meet the Producer

Agenda



Introduction/
Objectives



Developing
Interview
Questions



Practice
Virtual
Interviews



Wrap up

Virtual Overview



Webcam



Audio



Chat Box



60 minutes

Let's get started!

Interview Experiences



Horrible Interview



Great Interview



Learning Objectives

Develop a diverse set of questions for the interview process

Demonstrate best practices during a virtual mock interview

Interview Questions



Technology Skills



Our Culture



Soft Skills



Insert Video

Let's compare the different types of interview questions.



Technology
Skills



Our Culture



Soft Skills



Example Technology Questions



Technology Skills

What is the .NET Framework?

What languages does the .NET Framework Support?

Do you have experience using the software programs used in our company?

What is the difference between a managed and unmanaged code?

Example Culture Questions



Our Culture

Team work - What qualities make you a team player?

Empower others – What has been your most meaningful work experience empowering a colleague?

Learn, Share, Grow Mindset - What are your career goals and how do you plan to achieve them?

Soft Skills Questions



Soft Skills

Can you discuss a time where you had to manage your team through a difficult situation?

How do you prioritize your tasks when you have multiple deadlines to meet?

How do you explain new topics to coworkers unfamiliar with them?

STAR Method

For our candidates to...



Give context about a situation and what led to the situation unfolding



Discuss the involvement in the situation



Describe how they acted in the situation and how it affected them in accomplishing the goal



For them to highlight the outcome of the actions

Develop Interview Questions

Activity Instructions:

- Break into your groups
- Develop a diverse set of interview questions
- Worktime – 10 minutes

Share questions when returning.



**Participant
Guide**

Share Interview Questions



Conducting Virtual Interviews



Best Practices



Dig Deeper



Interview Agenda



Insert Video

Video Takeaways



Best Practices



Dig Deeper



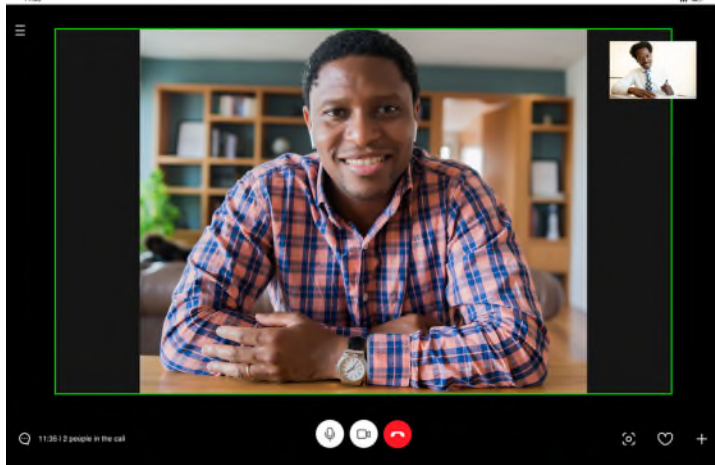
Interview Agenda



Conducting Virtual Interviews



Best Practices



Maintain Professionalism
Quiet Place
Clean space and
background

Questions Ready

Explain Next Steps

Conducting Virtual Interviews



Dig Deeper



Don't be afraid to improvise!

Follow up questions

Candidate a good fit

Conducting Virtual Interviews



Interview Agenda



Introductions

Explain position/hiring need

Ask them questions

Ask if they have any questions

Next Steps

Conducting Mock Interview

Activity Instructions:

- Break into your groups
- One person be the candidate
- Practice together (Questions, Digging Deeper, Following Agenda)
- Worktime – 10 minutes

Share questions when returning.



**Participant
Guide**

Mock Interview Debrief



Summary



Developed

Diverse set of interview questions



Demonstrated

Best Practices during a virtual mock interview



Questions

Ask questions and tell us your biggest takeaway from today

Thank you!

Rachel Jones
HR Department
rjones@cnjtech.com
extension 1234

CNJ Technology 

