



2(0) способов

провалить

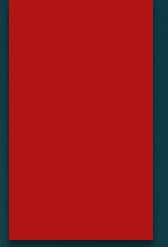
интервью в Google

ИЛИ КАК (НЕ) ПОСТРОИТЬ ОТНОШЕНИЯ С МЕЧТОЙ

ПОЧЕМУ Я?

- ▶ Занимаюсь поиском, подбором, оценкой и развитием / обучением персонала с 1998 года.
- ▶ С 2005 – в компании EPAM Systems (стартовала как рекрутер)
- ▶ **ОЧЕНЬ ЛЮБЛЮ** ИТ-специалистов (любовь = активная заинтересованность в жизни и развитии объекта любви).
- ▶ Убеждение: вся жизнь = игра (игра = стратегическое взаимодействие двух и более сторон, в теории игр).
- ▶ Увлечение: спортивный бридж = интеллектуальная карточная игра, возможность наблюдать «столкновение культур».

ПОЧЕМУ ТАКОЙ ПОДХОД?



- ▶ Теория игр (доминируемые стратегии)

	B1	B2	B3
A1	6; 5	3; 6	3; 9
A2	7; 7	3; 0	4; 1

ПОЧЕМУ ТАКОЙ ПОДХОД?

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Чего сегодня НЕ будет:

- ▶ технологий (я – гуманитарий чистойшей воды)
- ▶ баек в духе «почему канализационные люки круглые, сколько будет льда, если замерзнет Ниагарский водопад, и сколько теннисных мячиков поместится в школьный автобус»
- ▶ лайфхаков «как продать Junior-a за Senior-a» (я за fair play)
- ▶ рецептов «счастья»



“

By failing to prepare, you
are preparing to fail.

”


Benjamin Franklin

http://www.businessballs.com/interviews.htm

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Job interviewing never seems to get any easier - even when you have gone on more interviews than you can count. You are meeting



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Interview Questions Tips

Interview Preparation: Last-Minute Job Interview Prep | Monster - Windows Internet Explorer

http://career-advice.monster.com/job-interview/interview-preparation/what-if-your-interview-is-tomorrow/article.aspx


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Interview Preparation: Last-Minute Job Interview Pre...

Special Reports

Make a Great First Impression



Last-Minute Interview Preparation

By Doug Hardy, Monster Staff Writer

Adapted from [Monster Careers: Interviewing](#)

Even if you have less than a day before your job interview, you can outshine the competition with a little interview preparation. The following four tasks will take you about four hours (plus five minutes) to complete, and you'll walk into the interview confident you'll be successful.

Conduct Basic Interview Research

To prepare for an interview, find out as much as you can beforehand. Call the person who scheduled your interview and ask:

- Who will you be talking to? Will you meet the manager you'd work for, or will you just talk to HR? What are the interviewer's expectations?
- What's the [dress code](#)? Dress better than suggested. Most times, it's best to wear a professional suit. You'd be amazed how many candidates show up looking like they're going to class, not presenting a professional demeanor.
- Get directions to the office. Plan to leave early. Keep a phone number to call if you get stuck on the bus or in traffic. If you're driving, the site [www.google.com/maps](#) will not only give you directions, but also show you the location of the office on a map.

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Interviewing

Salary & Benefits

In the Workplace

Career Development

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Monster Mobile App Find jobs anywhere, anytime.

The Ultimate Guide to Job Interview Preparation - Windows Internet Explorer


http://www.quintcareers.com/job_interview_preparation.html

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The Ultimate Guide to Job Interview Preparation

Search Jobs! Post a Resume! Get ahead! Go now to our job-hunting portal



QUINTESSENTIAL CAREERS™ Your Job Search Starts Here

I am a... Student Job-Seeker Career-Changer Coach-Counselor Other Visitor

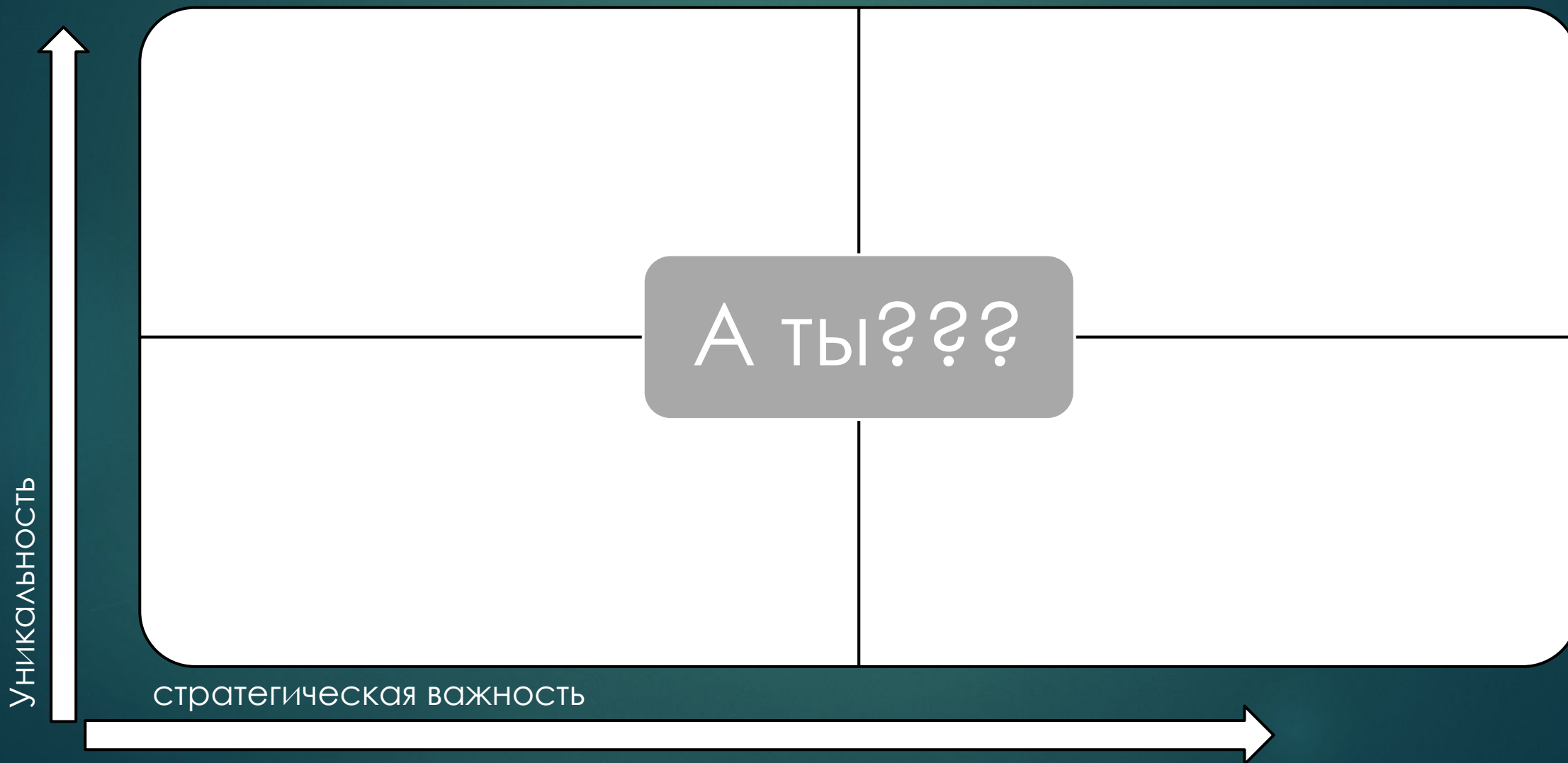
Job-Hunting Tools:

- Search for Jobs
- Post Your Resume

The Ultimate Guide to Job Interview Preparation

by Louise Giordano

Способ № 1: само-маркетинг



Способ № 2: Резюме.

CURRICULUM VITAE

Name	Wacław Borowiec
Address	ul. Bartnicza 17, 43-210 Kobiór
Date and place of birth	15.05.1983 Bytom
E-mail	wyborowiec@gmail.com
Telephone	+48 504 733 033



EDUCATION

10.2003 – 06.2008

AGH University of Science and Technology in Kraków, MSc. in Computer Science,
specialization: networks and distributed systems

А вот так распределено внимание читателя / рекрутера

BUSINESS INSIDER

Tech

Finance

Politics

Strategy

Life

Sports

Video

All

In the short time that they spend with your resume, the study showed recruiters will look at your name, current title and company, current position start and end dates, previous title and company, previous position start and end dates, and education.

The two resumes below include a heat map of recruiters' eye movements. The one on the right was looked at more thoroughly than the one of the left because of its clear and concise format:



Goals and Objectives

TECH

More: [Google](#) [Resume](#) [Laszlo Bock](#)

Google's Head Of HR: These Are The Biggest Mistakes You Can Make On Your Résumé

 JILLIAN D'ONFRO
SEP. 18, 2014, 10:44 AM  71,992  30

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A bad resume can knock you out of the running for a job that you deserve, no matter how illustrious your work history.

Laszlo Bock, Google's senior vice president of people operations for the past eight years, would know.

Google sometimes gets more than 50,000 resumes in a single week, and Bock has personally reviewed more than 20,000.

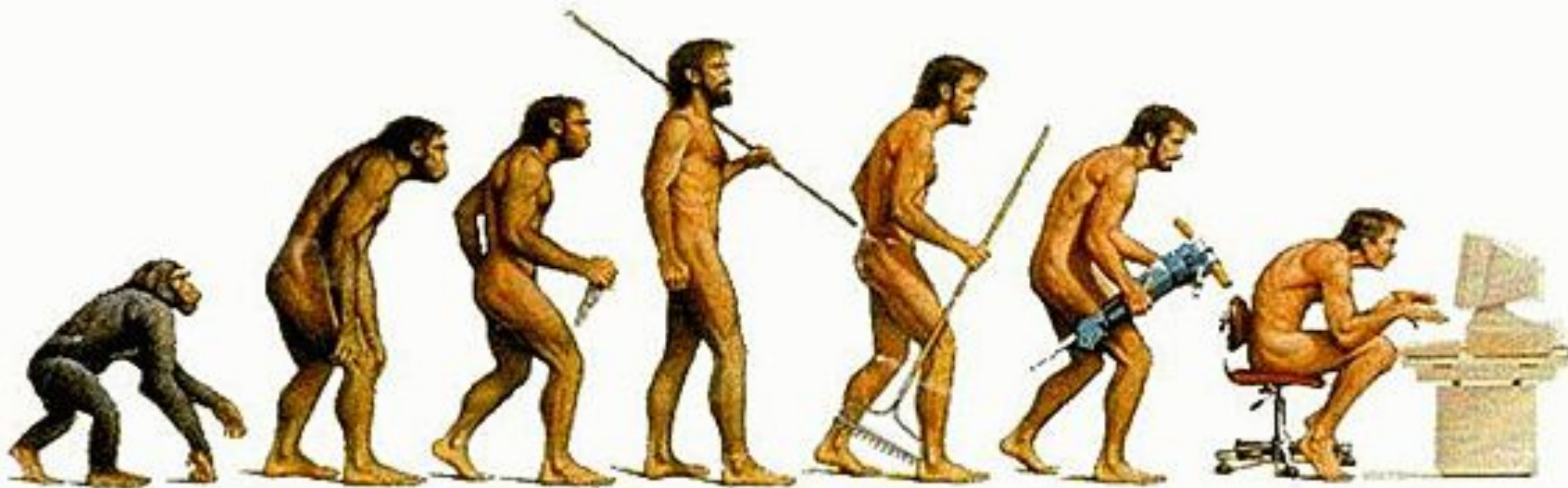
In a recent post on [LinkedIn](#), Bock



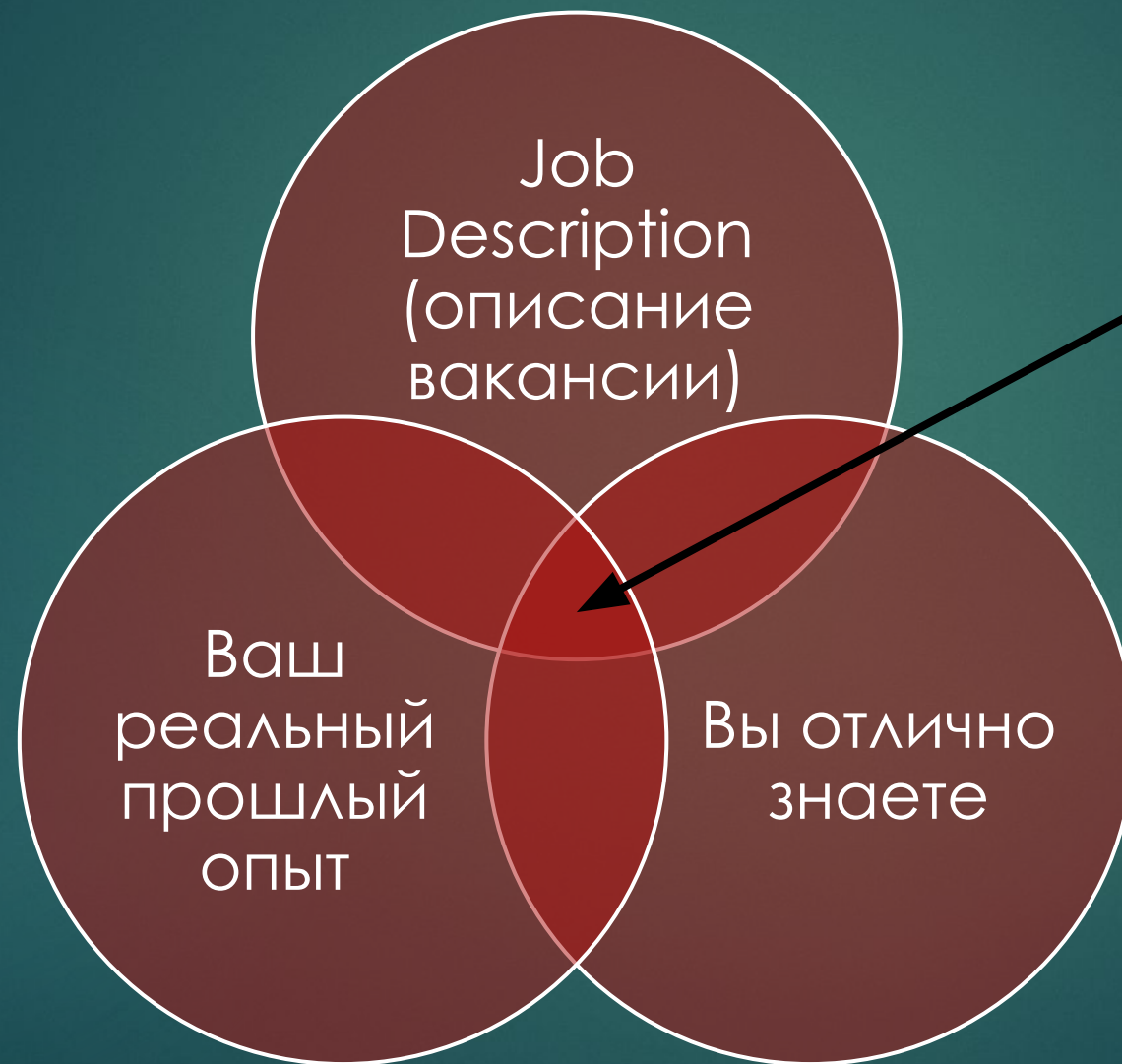
e-year

Popular Articles

Способ № 3: знакомство: Small talk + Tell me about yourself...



А вот чего ожидает собеседник



Tell me about yourself...



Способ № 4: корпоративная культура (или слово о суслике).



ОТВЕТСТВЕННОСТЬ В ДВУХ РАЗНЫХ ОРГАНИЗАЦИЯХ

Company A

- ▶ Proven ability to follow predefined workflow adhering to it step-by-step, even when it look like unnecessarily time consuming process or process lacking common sense.

Company B

- ▶ Proven ability to reach the goals set by stakeholders, even if sometime it leads to breaking minor hierarchical rules or skipping few steps of existent workflow.

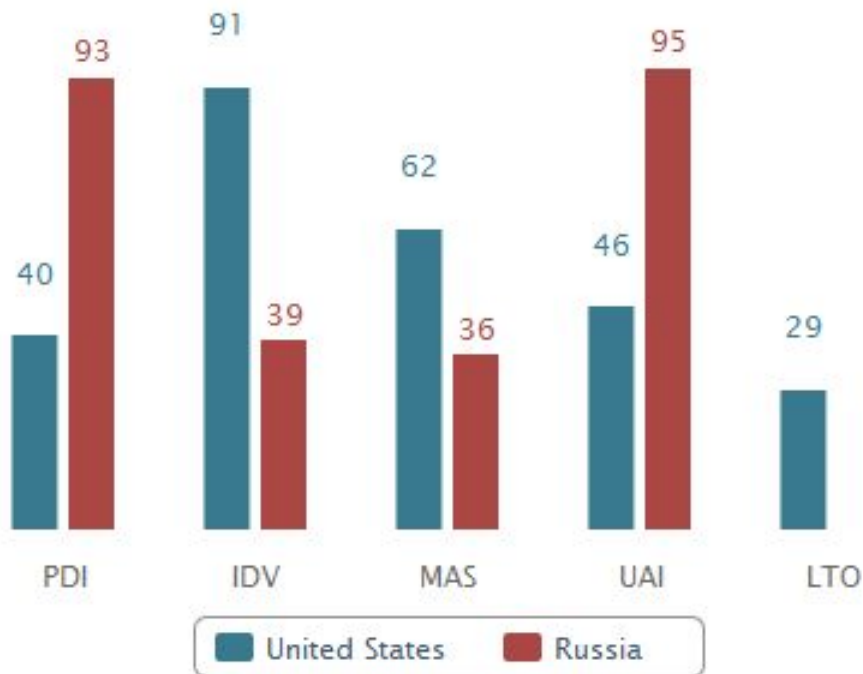
Способ 5: рассказ о последнем / текущем проекте

- ▶ Это был не очень большой проект. Мы работали над...
- ▶ Команды находились в локациях А, В и С, и был еще менеджер на стороне заказчика...
- ▶ У заказчика была древняя система...
- ▶ Вообще у нас был очень дружный коллектив, но процессы были не налажены, поэтому люди часто менялись...
- ▶ Код не документировался, потому что заказчик не требовал...
- ▶ Наш тим-лид ездил в командировку, чтобы на месте собрать все требования...

«НАШ» КОЛЛЕКТИВИЗМ ПРОТИВ «ИХНЕГО» МАКРООВОГО ИНДИВИДУАЛИЗМА

Select a Country

United States
in comparison with the below



Geert Hofstede:
Cultures and
Organizations: Software
of the Mind

Способ 6: история успеха. What was your biggest professional challenge?





Способ 7: История
провала.
Epic professional fail.

Способ 8: а насколько уверенно ты обращаешься с... (How comfortable are you with...)



Способ 9: в чем разница между...



Способ 10: как лучше всего заварить кофе?



Способ [11...] Практика! Coding Exercise.

```
public function getBaseUrl($url = false) {  
    return URL . "functions/base/" . $url . ".php";  
}  
  
public function getActionUrl($url = false) {  
    return URL . "functions/actions/" . $url . ".php";  
}  
  
public function getPageUrl($url = false) {  
    if (empty($url))  
        return URL . $url;  
    else:  
        return URL . $url;  
}
```

- comments
- links
- options
- postmeta
- posts
- terms
- term_relationships
- term_taxonomy
- usermeta
- users

Showing rows 0 - 9 (10 total, Query took 0.0050 sec)

SQL query:

```
SELECT comment_ID, comment_author, comment_author_email, comment_author_url  
FROM comments  
WHERE comment_post_ID = 358  
ORDER BY RAND()  
LIMIT 10
```

Profiling [Edit] [Explain SQL] [Create PHP Code]

Практика. Что важно?

- ▶ Если интервью запланировано на час и более – будьте ГОТОВЫ.
- ▶ Keep calm! Вряд ли вам придется доказывать теорему Ферма в прямом эфире.
- ▶ Даже если задача кажется простой и понятной (например, перевернуть строку или закодировать последовательность Фибоначчи) – уточните критерии результата. Есть ли ограничения по времени, методам, инструментам?
- ▶ Не молчите! Комментируйте свои действия, пусть и самые очевидные.

Практика: «разбор полетов».

- ▶ Оптимально ли решение?
- ▶ А что можно улучшить?
- ▶ А в каких условиях <ДА>?
- ▶ А в каких условиях <НЕТ>?
- ▶ А если в следующий раз такое, что сделаете по-другому / повторите?

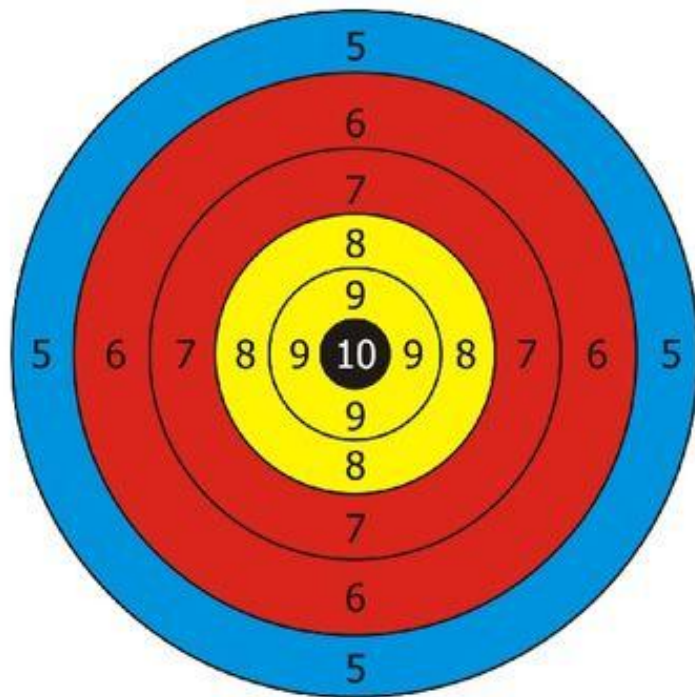
Практика: please comment on it.



```
4 <link rel="stylesheet" href="http://localhost/...>
5 <script type="text/javascript" src="http://localhost/javascript/...>
6 <script type="text/javascript">
7   (function(){
8     onLoaded: function(request) {
9       if (request.name == 'log_error') return;
10      log.trace("Ajax.Request: " + (request.name || request.url.substr(0,
11        )) + "...");
12    },
13    onComplete: function(request) {
14      if (request.name == 'log_error') return;
15    },
16    onException: function(request, e) {
17      if (request.name == 'log_error') return;
18      log.fatal(request.url + " : " + e.name + " | " + e.message + " | " +
19        e.stack);
20    }
21  })();
```

И в завершение...

Оцени себя сам!



А еще...



Удачи!

