

Technical Interview Strategies Storyboard

Target Audience: All current recruiters/HR interviewers who partner with hiring managers to interview potential employees

Learning Objectives:

1. List the 3 interview strategies key to prepare for a deep technical interview
2. Demonstrate how to prepare for a deep technical interview using the 3 interview strategies in a simulation

Seat Time: 30 minutes

Outline:

- Welcome/Navigation/Objectives
- Mock Bad Interview Scenario
 - Learner goes through a “bad” interviewing demonstrating factors that will be covered
- Company’s Focus on Interview Strategy to Prep for Deep technical Interview/Learning Objectives
- TIPs Acronym
 - Acronym to help remember TIPs for an effective deep technical interview
 - **T**imeliness
 - **I**dentify Needs
 - **P**repare
- Timeliness
 - Scheduling Organization
 - Schedule the interview for the earliest possible time
 - Do not reschedule unless unavoidable
 - Time Management with peers
 - All decision makers present at original interview
 - Decide next steps quickly
- Knowledge Check #1

- o Multiple Choice Question
- Identify Needs
 - o Define the Job
 - Define the role
 - Identify the technology skills, team culture/dynamic, and business skills needed
 - o Ultimate Goal of the Interview
 - Flexible Checklist
 - Smart and transferrable skills
 - Goal: find and hire a candidate that's capable of job
- Knowledge Check #2
 - o 3 Examples of job roles/responsibilities: categorize as strong, needs clarification, weak/unfocused
- Prepare
 - o Prepare to interview
 - Topics and Question selection
 - Relevance and Flexibility
 - Additional Considerations:
 - Culture and Skipping the Tests
 - o Train the interviewers
 - Selection of Interviewers are knowledgeable about subject
 - Delegation of questions with Multiple Interviewers
- Knowledge Check #3
 - o Checklist of possible questions: learner selects all which should be asked
- Final Takeaway: Purpose of an Interview
 - o Interviewing TIPS to follow
 - o Goal: to find and hire a qualified candidate that's capable of doing the job to your satisfaction.
- Summary/Assessment Introduction

- Graded Assessment: How to prepare for a deep technical interview
 - 10 total Questions: 6 multiple choice/multiple option and 4 situational
 - Learner must score 80% or higher
- Congratulations

Directions:

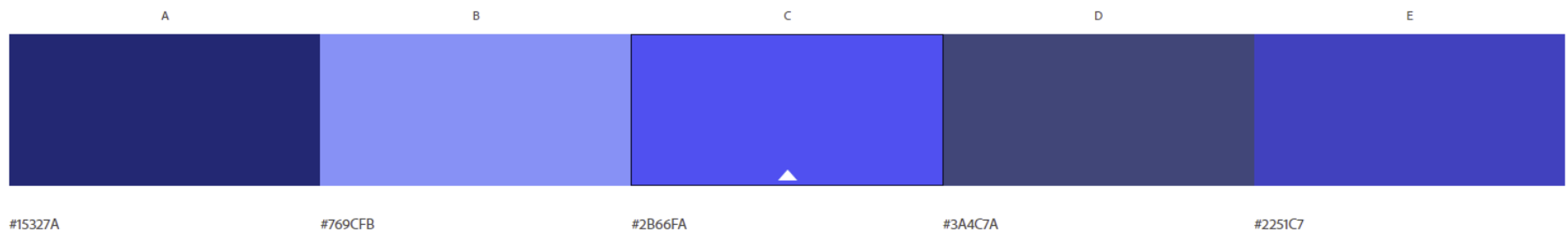
- Please focus on the **accuracy** and **completeness** of the content during this review cycle and insert comments to clarify/add questions/provide feedback no later than 1 week from today (8/30/2022)
- Remember, the text in the left column will be narrated audio.
 - There will be “connecting” words and phrases that would not appear in a written procedure. If the wording seems awkward to you, try reading the text aloud to see how it fits, then make changes if it still seems necessary.
 - Formatting is merely to aid the voiceover talent: remember, learners will hear – not see – this text.
 - Capitalization is not important in the left column, but is very important in the next column, “On-Screen Side Text.”

Development Directions:

Fonts: Title font: Montserrat

All other fonts: Lora

Color pallet:



Numbers in parenthesis (1) or any text in green should not be on the screen – this is to designate what is being coordinated with the animation/audio

Purple text in audio will be voiced over by “Charlene” and Blue text in audio will be voiced over by “Michael”

If on screen text does not have animation/interaction labeled, it remains on screen from beginning of timeline

Slide [1.1]/ Menu Title: <i>Welcome</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Welcome to our session. Today we'll be focusing on Interview Strategies.</p> <p>If you would like to learn about how to navigate this course, select the navigation button.</p> <p>Otherwise select the Begin button to get started.</p>	<p>Welcome!</p> <p>Technical Interview Strategies</p>	<p>Company logo in background – transparency around 80%</p> <p>Icons of two people in what looks like an interview in the middle</p> <p>Navigation Button</p> <p>Begin button</p>	<p>Audio begins when timeline starts</p> <p>Navigation button and begin button synced with audio-wipe in</p> <p>If learner selects Navigation button, jump to slide 1.2</p> <p>If learner selects the Begin button, jump to slide 1.3</p>

Slide [1.2]/ Menu Title: <i>Navigation</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Welcome to the navigation overview. This will give you a quick explanation of how to interact with this module. (1) Click on the arrows to learn about the different buttons that will help you navigate through this training.</p>	<p>Navigation Overview</p> <p>Click on the arrows to learn about the buttons you will be using to navigate this training.</p>	<p>Screenshot of Player with a blank background</p> <p>6 arrows (1)</p> <ul style="list-style-type: none"> (2) Menu Arrow (3) Check Mark Arrow (4) Previous Arrow (5) Next Arrow (6) Submit Arrow 	<p>Audio begins when timeline starts</p> <p>Next button disabled when timeline begins</p> <p>(1) Wipe effect aligned with audio</p> <p>When learner selects corresponding arrow (2-6) pause Base Layer Audio and learner jumps to corresponding layer</p>

			<p>When all arrows have been selected, Avatar Layer lightbox interaction occurs, closes when audio ends and user automatically move to slide 1.3</p> <p>If learner selects the previous button, learner goes back to slide 1.1</p>
Notes: Purpose of the screenshot of the player is to show the learner where the areas of navigation on the menu are located-therefore a screenshot of the player with blank white background would be less distracting			
Slide [1.2a]/ Menu Title: <i>Navigation: Menu Layer</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
This is the menu icon. You may choose to keep it open, and you'll be able to track your progress or if you click it again, it will hide the menu.	This is the menu icon. It allows you to see the upcoming topics. You can close it by simply pressing the menu button again.	<p>Caption or rectangle with on screen text</p> <p>Circle highlighting the menu icon/3 dashes on screenshot</p>	<p>Audio begins when timeline starts</p> <p>Hide slide layer when timeline finishes</p>
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.2b]/ Menu Title: <i>Navigation: Check Mark Layer</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
This check mark shows your progress through the different pages of the training. When you've finished reading the page or completed the activity, a check mark will appear to mark your progress. You can revisit any previous slides by simply clicking on the name of the slide.	Once you have read through the slide and completed any required activities, you may move on, and your progress will be recorded by a check mark.	<p>Caption or rectangle with on screen text</p> <p>Circle highlighting the check mark example from screenshot</p>	<p>Audio begins when timeline starts</p> <p>Hide slide layer when timeline finishes</p>
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.2c]/ Menu Title: <i>Navigation: Previous Layer</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:

This is the Previous Slide button. If you want to return to the previous topic, select this and the training will bring you back. You can also navigate using the topics in the menu.	This is the previous slide button. Select this to return to the previous slide.	Caption or rectangle with on screen text Circle highlighting previous button on screenshot	Audio begins when timeline starts Hide slide layer when timeline finishes
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.2d]/ Menu Title: <i>Navigation: Next Layer</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
This is the Next Slide button. Once you have completed the required reading or tasks, you may move on to the next topic. Sometimes the next button will be disabled until all activities on the page have been completed.	This is the next slide button. Once you have read and completed any interactions, select it to move on.	Caption or rectangle with on screen text Circle highlighting the next button on screenshot	Audio begins when timeline starts Hide slide layer when timeline finishes
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.2e]/ Menu Title: <i>Navigation: Submit Layer</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
This is the Submit Button. Occasionally, you will have a knowledge check question that will ensure you're retaining the material. When you finish answering the question, you'll select the submit button. You will also encounter this at the end when you will take the Quiz but the submit button will not be on every slide.	This is the submit button. When you are asked questions during a knowledge check or the Quiz at the end, press the submit button when you finish. This option will not be on all slides.	Caption or rectangle with on screen text Circle highlighting the submit button on screenshot	Audio begins when timeline starts Hide slide layer when timeline finishes
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.2f]/ Menu Title: <i>Navigation: Seek bar Layer</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
This is the seek bar. You can use it to go backward or forward on the	This is the Seek bar. You can move the audio	Caption or rectangle with on screen text	Audio begins when timeline starts

slide. This can help you if you want to replay portions of the learning, but not the entire thing.	forward or backward by selecting an area on the bar.	Circle highlighting seek bar area on screenshot	Hide slide layer when timeline finishes
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.2g]/ Menu Title: <i>Navigation: Play/Pause Layer</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
This is the play and pause button. If you select it once, you can pause the timeline and audio on the slide. If you select it again it'll continue from where you left off.	This is the Play/Pause Button. You can select it to play, pause, and restart the audio.	Caption or rectangle with on screen text Circle highlighting play/pause area on screenshot	Audio begins when timeline starts Hide slide layer when timeline finishes
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.2h]/ Menu Title: <i>Navigation: Refresh Layer</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
This is the refresh button. If you want to redo an interaction you can select this button, and the slide will revert to the original setup.	This is the Refresh Button. When you want the slide to start over, select this button.	Caption or rectangle with on screen text Circle highlighting refresh area on screenshot	Audio begins when timeline starts Hide slide layer when timeline finishes
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.2i]/ Menu Title: <i>Navigation: Volume Layer</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
This is the volume button. You can control the volume of this module by sliding the circle up or down depending on your preferences.	This is the Volume Button. Adjust it to fit your needs.	Caption or rectangle with on screen text Circle highlighting volume area on screenshot Screenshot of the volume on high	Audio begins when timeline starts Hide slide layer when timeline finishes
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			
Slide [1.2j]/ Menu Title: <i>Navigation: Accessibility Layer</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
This is the accessibility control button. You have several options you can customize based on your	This is the Accessibility Controls Button. Select the circle next to the	Caption or rectangle with on screen text	Audio begins when timeline starts

preferences. Select the ones you want, and the buttons will be colorful to indicate they're turned on and functional.	preferred option to enable it.	Circle highlighting accessibility area on screenshot Screenshot of the panel opened	Hide slide layer when timeline finishes
Notes: Objects on base layer not hidden (option not selected)-all other arrows except one for this layer hidden			

Slide [1.3]/ Menu Title: <i>Navigation: Avatar Introduction</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>I'm Charlene and this is Michael. We will pop up periodically and work through different scenarios and situations with you.</p> <p>Hi there! We're excited to work with you today.</p> <p>Let's get started.</p>	<p>Hi there! We're excited to work with you today. Let's get started.</p>	<p>Avatar in office environment (stock photo)</p> <p>Caption with on screen text</p>	<p>Lightbox this layer once Next button becomes enabled/all other layers have been visited</p> <p>Audio begins when lightbox opens</p> <p>Close lightbox when audio completes on this layer</p>
Notes: Purple audio will be voiced over by "Charlene" and Blue audio will be voiced over by "Michael" Objects on base layer not hidden (option not selected)-all arrows hidden			

Slide [1.4]/ Menu Title: <i>Mock Interview</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Let's take a minute to watch this mock interview between myself and Charlene. Although this is clearly simulated, the examples in it come directly from our employees. Press the next button to begin.</p>	<p>Real Life Interview Examples</p>	<p>Video embedded</p>	<p>Audio begins when timeline starts</p> <p>When learner delects Next button, jumps to Bad Example Layer and video automatically plays.</p>

Slide [1.4a]/ Menu Title: Bad Example Video (<i>Removed from Menu</i>)			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
	Video	Video embedded	Audio begins when timeline starts Learner is automatically taken to slide 1.5 when timeline ends.

Slide [1.5]/ Menu Title: <i>Company's Focus</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Well, that was certainly something. (4-10) There were a lot of issues in that interview, not exactly smooth sailing. I'm glad it's over. (2) And I think we did a pretty great job with that skit. Maybe we have an acting career in our future!</p> <p>(3) Hmm..maybe but let's not hold our breath. (1) It's kind of crazy to think those things actually happened in real life. We need to work those bugs out of the system. Especially since it's been such a huge focus in our organization for a long time.</p> <p>That's true! For the <u>last 12 years</u>, we have been doing deep technical interviews when hiring people for our projects and for our clients' projects. Our focus is on the</p>	<p>Real Life Interview (Non) Example</p> <p>(4) What Not To Do:</p> <p>(5) Reschedule</p> <p>(6) Be late</p> <p>(7) Mix up what job interview is happening</p> <p>(8) Hyper focus on one detail</p> <p>(9) Ask random questions</p> <p>(10) Ask candidate to come back for multiple interviews unnecessarily</p>	<p><i>Charlene and Michael Avatars talking to each other in a hallway</i></p> <p><i>Mirror in the background (2-3)</i></p> <p><i>Some sort of posterboard/easel</i></p>	<p>Audio begins when timeline starts</p> <p>Next button disabled when timeline begins</p> <p>(1) Womp womp womp sound plays</p> <p>(2) Charlene looks at herself in the mirror</p> <p>(3) Michael looks at himself in the mirror</p> <p>(4-10) fade in every 1-2 seconds</p> <p>If previous button selected, jump to 1.3</p>

interview and an interviewing strategy is key. That's actually what we're going to focus on here today.			
Notes: Avatars should be more realistic for majority of the training (but still look similar to the Vyond versions of themselves)			
Slide [1.5a]/ Menu Title: <i>Lightbox: Learning Objectives</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>By the end of this training, our goal is for you to be able to (1) List the 3 interview strategies key to preparing for a deep technical interview and (2) Demonstrate how to prepare for a deep technical interview using the 3 interview strategies in a simulation.</p> <p>Ultimately, we want to ensure all of our hiring managers are prepared to hire the best quality candidates available. Let's get started.</p>	<p>By the end of this training, you will be able to:</p> <ol style="list-style-type: none"> (1) List the 3 interview strategies key to prepare for a deep technical interview (2) Demonstrate how to prepare for a deep technical interview using the 3 interview strategies in a simulation 		<p>Once audio stops on base layer, this layer pops up</p> <p>Once audio ends, layer closes, and learner jumps to 1.5</p> <p>If previous button selected, jump to 1.3</p>

Slide [1.6]/ Menu Title: <i>TIPs to Follow</i>			Objective: [1]
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Hi again! To help you remember these interview strategies, we've created some TIPs.</p> <p>(1) T is for Timeliness</p>	<p>Interviewing TIPs To Follow</p> <p>(1) Timeliness</p>	<p>TIP should be larger/colored/bold/stand out</p>	<p>Audio begins when timeline starts</p> <p>Next button disabled when timeline begins</p>

<p>(2) I is for Identifying Needs (3) P is for Prepare</p> <p>(4) Click the next button to dive in and learn more about each of these strategies.</p>	<p>(2) Identifying Needs (3) Preparation</p>	<p>Background image of an office/interviewing situation – transparency about 85%</p>	<p>(1-3) sync with audio fade in animation (4) Enable Next button in sync with audio</p> <p>When next button is selected, jump to 1.7</p> <p>If previous button selected, jump to 1.5</p>
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Slide [1.7]/ Menu Title: <i>Timeliness</i>			Objective: [1]
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Let's start at the beginning (a very good place to start). Timeliness could mean many different things so we're going to focus on two specific aspects: (1) Scheduling Organization and (2) Time Management with Peers</p> <p>Click on the different icons to learn more about timeliness best practices</p>	<p>Interviewing TIPS: Timeliness</p> <p>(1) Scheduling Organization</p> <p>(2) Time Management with Peers</p>	<p>Clock image as background – transparency 85%</p> <p>(1) Calendar Icon</p> <p>(2) Icon with person getting several other people together</p>	<p>Audio begins when timeline starts</p> <p>Next button disabled until both hotspots are selected (T/F Variable)</p> <p>Hotspots on (1-2) disabled until synced with audio.</p> <p>When learner clicks on (1) jump to 1.7a</p> <p>When learner clicks on (2) jump to 1.7b</p>
<p>Notes: Emphasize T in the TIPS heading Labels below icons</p>			
Slide [1.7a]/ Menu Title: <i>Scheduling Organization</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:

It's very important to demonstrate professionalism to prospective candidates. This shows that our company respects both the time and skills of the interviewees. To accomplish this, it's vital that you (1) schedule the interview for the earliest possible time and once the time and date are established, (2) do not reschedule unless it is unavoidable. It may seem obvious, but this preparation and organization helps promote a streamlined and well-run persona.	<p>Scheduling Organization</p> <ul style="list-style-type: none"> • (1) Schedule the interview for the earliest possible time • (2) Do not reschedule unless <u>absolutely necessary</u> 	Background: Calendar/Outlook/Meeting Scheduler image as background – transparency 85%	<p>Audio starts when timeline begins</p> <p>Variable changes to T when timeline begins</p> <p>(1-2) fade in synced with audio</p> <p>When timeline ends, layer closes and learner is brought back to 1.7 Base layer</p>
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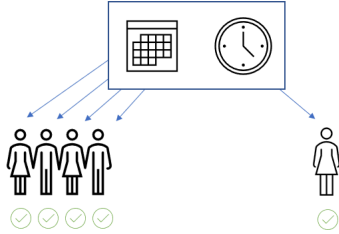
Slide [1.7b]/ Menu Title: *Time Management with Peers*

Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
Another aspect that's related but a bit less obvious than scheduling organization is time management with peers. Not only should you ensure the interview is scheduled as early as possible, but (1) all the decision makers should be involved in the interview. This cuts down on the need to bring candidates back for multiple rounds of simple interviews. Remember, we are competing against other companies for this candidate. Ensuring everyone is available for the interview allows you to collaborate and (2) make a quick decision about whether to move forward with the candidate.	<p>Time Management With Peers</p> <ul style="list-style-type: none"> • (1) Ensure all decision makers are at the original interview • (2) Make a decision about next steps quickly <p>Tip: When sending out the interview date/time, ensure all decision makers are included on the email so it</p>	Background: Stock image of people sitting in office environment in what could be interpreted as a panel interview – transparency 85%	<p>Audio starts when timeline begins</p> <p>Variable changes to T when timeline begins</p> <p>(1-2) fade in synced with audio</p> <p>When timeline ends, layer closes and learner is brought back to 1.7 Base layer</p>

	automatically links to their calendar.		
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Slide [1.8]/ Menu Title: <i>Knowledge Check #1</i>			Objective: [2]
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Now it's time for a quick knowledge check to make sure you are on the same page with the "T" part of our company's TIPS.</p> <p>(1) If you are about to send out an email invitation for an interview but the person who will be their direct supervisor isn't available for that timeslot, what is the best option?</p>	<p>(1) If you are about to send out an email invitation for an interview but the person who will be their direct supervisor isn't available for that timeslot, what is the best option?</p> <p>A. Ask the direct supervisor to move whatever previous commitment they have</p> <p>B. Schedule the interview anyway. Since it's the first interview there will be more time to include the supervisor in the next round and we are supposed to</p>	<p>Border with clocks but blank in the middle to not distract from the questions</p>	<p>Audio begins when timeline starts</p> <p>Entire On-screen Text fades in synced with audio</p> <p>If learner selects correct answer- jump to 1.8a</p> <p>If learner selects wrong answer the first time- jump to 1.8b</p> <p>If learner selects wrong answer a second time- jump to 1.8c</p>

	<p>schedule interviews ASAP.</p> <p>C. Do not send out the email invitation, instead find a time that works for all parties.</p>		
Slide [1.8a]/ Correct Layer			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
You did it! Please take a moment to review the correct answer and rationale before clicking continue.	<p>Correct! You identified the correct answer. Although it is important to schedule the interview as soon as possible, you need to make sure all decision makers are available. This cuts down on potentials for rescheduling or even losing the prospective candidate. Schedule the interview for the earliest time possible that works for everyone.</p>	<p>Standard Correct – perhaps a Bitmoji of one of the avatars cheering?</p>	<p>Audio begins when timeline starts</p> <p>When learner selects continue button, learner jumps to slide 1.9</p>
Slide [1.8b]/ Try Again Layer			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
Not quite. Click the Try Again button to try one more time.	<p>Sorry, the answer you selected is incorrect. Try again one more time.</p>	<p>Encouraging stock image about trying again</p> <p>Try Again button</p>	<p>Audio begins when timeline starts</p> <p>When learner selects Try Again button, Try Again layer</p>

			disappears, and learner returns to base layer
Slide [1.8c]/ Menu Title: <i>Incorrect Layer</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
Sorry, the answer you selected is still incorrect. Take a moment to review the correct answer and rationale before selecting the continue button.	Sorry, you did not select the correct answer. Although it is important to schedule the interview as soon as possible, you need to make sure all decision makers are available. This cuts down on potentials for rescheduling or even losing the prospective candidate. It is also not your responsibility to ask another employee to move their own work schedule. The best option is to schedule the interview for the earliest time possible that works for everyone.	<p>Icons with calendar and all parties invited and confirmed Sample example:</p> 	<p>Audio begins when timeline starts.</p> <p>When learner selects continue button, learner jumps to slide 1.9</p>

Slide [1.9]/ Menu Title: <i>Identify Needs</i>			Objective: [1]
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
Great! Now that we've covered Timeliness, let's move on to I-Identifying Needs.	<p>Interviewing TIPS:</p> <p>Identify Needs</p> <p>(1) Define The Job</p>	<p>Magnifying glass image as background – transparency 85%</p> <p>(1) Magnifying Glass Icon</p>	Audio begins when timeline starts

<p>To be most effective, you need to (1) define the job you're looking for and (2) remember the goal. Click on the icons to learn more.</p>	<p>(2) Remember the Goal</p>	<p>(2) List icon circled and struck through</p>	<p>Next button disabled until both hotspots are selected (T/F Variable)</p> <p>Hotspots on (1-2) disabled until synced with audio.</p> <p>When learner clicks on (1) jump to 1.9a</p> <p>When learner clicks on (2) jump to 1.9b</p>
<p>Notes: Emphasize I in TIPs heading Labels below icons</p>			
<p>Slide [1.9a]/ <i>Define the Job Layer</i></p>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>As a hiring manager, you are the one who knows what's needed to fill the role. To get the best candidate you need to clearly identify what skills and knowledge would be most beneficial. You must know exactly what you're looking for to find the right match. (1) An important first step is to fully define the job. (2) We want to know the technologies involved, the team culture and dynamics, as well as the business skills needed to do the job well.</p> <p>It saves everyone's time, in the long run, to take time before beginning the interviewing process to define</p>	<p>Define The Job</p> <p>(1) How would I describe this role?</p> <p>(2) What skills am I looking for including:</p> <ul style="list-style-type: none"> Technologies Team culture/dynamic Business skills 	<p>Michael Avatar sitting at a desk thinking with a thought bubble with On-Screen text</p> <p>Images pop up in bubble with examples of technologies, example icons representing team culture, icons representing business skills</p>	<p>Audio starts when timeline begins</p> <p>Variable changes to T when timeline begins</p> <p>(1-2) fade in synced with audio</p> <p>When timeline ends, layer closes and learner is brought back to 1.9 Base layer</p>

<p>the job you are searching for, and the skills needed.</p> <p>Take a moment and think about the type of skills and knowledge you'd look for in a candidate. Consider the questions posed. Select the back button when you're ready.</p>			
Notes: For visual examples, refer to 1.9 and pull from job descriptions			
Slide [1.9b]/ Goal of the Interview Layer			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>We're out here thinking about the goal of the interview. Get it? Goal? Anyway, it's really important to know what you want. It allows you to have parameters or jumping off points for interviews. (1) However, you don't want to have a checklist without being flexible. Software, for example, changes all the time. Some new framework that's hot today may be replaced by some other program in six months. (2) If a candidate is smart and knowledgeable, those skills may be transferred to another software platform. You may not find someone that fits your requirements 100% and that's okay. You're not ordering parts to make something. You're interviewing.</p> <p>(3) Remember the purpose of the interview: to find and hire a</p>	<p>Remember The Goal</p> <ul style="list-style-type: none"> (1) A flexible checklist (2) Smart and Transferrable Skills (3) Goal: to find and hire a candidate that's capable of doing the job 	<p>Goal Post background, 3 footballs with (1-3) above/below</p>	<p>Audio starts when timeline begins</p> <p>Variable changes to T when timeline begins</p> <p>(1-3) fade in synced with audio</p> <p>When timeline ends, layer closes and learner is brought back to 1.9 Base layer</p>

<p>candidate that's capable of doing the job to your satisfaction.</p> <p>Take a moment and think about some options you could be more flexible about, and perhaps other skills you feel are necessary. Select the back button when you're ready.</p>			
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Slide [1.10]/ Menu Title: <i>Knowledge Check #2</i>			Objective: [2]
Audio/Narration:	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Awesome, let's do another knowledge check to make sure all the information surrounding Identifying Needs has made sense.</p> <p>(1) Look at the following 3 examples. Categorize them by dragging them to the different categories at the bottom. Please note, these are just sample job descriptions.</p>	<p>Knowledge Check #2</p> <p>(1) Look at the following 3 examples. Categorize them by dragging them to the different categories at the bottom.</p> <p>Example 1: Technical Lead: Cloud</p> <ul style="list-style-type: none"> Develop and execute new strategies to succeed in increasingly 	<p>Border with magnifying glasses but blank white in the middle to not distract from question.</p> <p>3 Stop light icons across the bottom with corresponding On screen slide text labels</p> <p>Job roles/responsibilities on "pieces of paper" Suggestion: created in Canva for visual design</p>	<p>Audio begins when timeline starts</p> <p>Entire On-screen Text fades in synced with audio</p> <p>If learner selects correct answer- jump to 1.10a</p> <p>If learner selects wrong answer the first time- jump to 1.10b</p> <p>If learner selects wrong answer a second time- jump to 1.10c</p>

	<p>challenging markets</p> <ul style="list-style-type: none">• Reporting to the Director of Technical Services• Designing and deploying dynamically scalable, available, fault-tolerant, and reliable applications on the Cloud• Selecting appropriate Cloud services to design and deploy an application based on given requirements• Migrating complex, multi-tier applications on Cloud Platforms• Designing and deploying enterprise-wide scalable		
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	<p>operations on Cloud Platforms</p> <ul style="list-style-type: none">● Implementing cost-control strategies <p>Example 2: Technical Lead: Windows/Cloud Engineer</p> <p>Responsibilities:</p> <ul style="list-style-type: none">● Reporting to the Director of Technical Services● Expertise in at least one high-level programming language● Skills for developing, deploying & debugging cloud applications and code modules, specifically serverless applications		
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	<ul style="list-style-type: none">● Skills in API usage, command line interface and SDKs for writing applications● Knowledge of key features of Cloud Service Providers● Understanding of application lifecycle management● Ability to use continuous integration and distribution pipelines to deploy applications● Understanding in the use of containers in development processes <p>Example 3: Technical Lead</p> <ul style="list-style-type: none">● Reporting to the Director of		
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	<p>Technical Services</p> <ul style="list-style-type: none">• Able to select which Cloud services fit specific situations• Familiar with Cloud• Knowledge of Cloud Platforms• Manages 15 subordinates• Code writing skills• Detail oriented and self-motivated <p>Under green stoplight Ready to send out job description to candidates</p> <p>Under yellow stoplight Job role and responsibility still needs some clarity</p> <p>Under red stoplight</p>		
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	Job role or responsibility undefined		
Notes: Words and numbers under On-Screen Slide Text are not included: they are for the developer's reference Correct Answers: Example 1: Yellow Stoplight Example 2: Green stoplight Example 3: Red stoplight Drag and Drop Format – not included in final assessment score 2 attempts Examples can be altered based on feedback- open to using real examples from company			
Slide [1.10a]/ Correct Layer			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
You did it! Please take a moment to review all the correct answers and explanations before clicking continue.	<p>Correct! You correctly categorized all the examples.</p> <p>Example 1 is almost there but it needs a bit of clarity. The job title isn't specific, it uses a lot of vague language and doesn't specifically identify necessary skills.</p> <p>Example 2 is ready to send out to candidates. It has a specific job title, the role is defined, it is written professionally, and the skills are clearly defined.</p> <p>Example 3 is not ready. The job title may or may not match the role, there</p>	Image of all answers correctly categorized and displayed so learner can review easily.	<p>Audio begins when timeline starts</p> <p>When learner selects continue button, learner jumps to slide 1.11</p>

	are spelling errors and very little specific information about the responsibilities or expectations, probably because the job role is undefined.		
Slide [1.10b]/ Try Again Layer			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
Not quite, at least one of your answers is incorrect. Click the Try Again button to try one more time.	Sorry, at least one of your answers is incorrect. Try again one more time.	Encouraging stock image about trying again Try Again button	Audio begins when timeline starts Motion Path Interactions: For each example (1-3) Move back to original location if answer is not dropped into correct icon. When learner selects Try Again button, Try Again layer disappears, and learner returns to base layer
Slide [1.10c]/ Menu Title: Incorrect Layer			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
Sorry, at least one of your answers is still incorrect. Take a moment to review the correct answers and rationale below before selecting the continue button.	Sorry, at least one of your answers is incorrect. Please review the correct answers below. Example 1 is almost there but it needs a bit of clarity. The job title isn't specific, it uses a lot of vague language and	Image of all answers correctly categorized and displayed so learner can review easily.	Audio begins when timeline starts. When learner selects continue button, learner jumps to slide 1.11

	<p>doesn't specifically identify necessary skills.</p> <p>Example 2 is ready to send out to candidates. It has a specific job title, the role is defined, it is written professionally, and the skills are clearly defined.</p> <p>Example 3 is not ready. The job title may or may not match the role, there are spelling errors and very little specific information about the responsibilities or expectations, probably because the job role is undefined.</p>		
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Slide [1.11]/ Menu Title: <i>Preparation</i>			Objective: [1]
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Great! Let's focus on the last part of TIPs to prepare for an effective deep technical interview: the P for Prepare.</p> <p>These two components work together to ensure a fully prepared (and hopefully successful) interview. You need to (1) prepare to interview</p>	<p>Interviewing TIPs: Preparation</p> <p>(1) Prepare to Interview</p> <p>(2) Train the Interviewers</p>	<p>Magnifying glass image as background – transparency 85%</p> <p>(1) List Icon</p> <p>(2) Person speaking to others Icon</p>	<p>Audio begins when timeline starts</p> <p>Next button disabled until both hotspots are selected (T/F Variable)</p> <p>Hotspots on (1-2) disabled until synced with audio.</p>

<p>candidates and (2) train the interviewers on how to prepare and conduct interviews.</p> <p>Click on the icons to learn more detailed steps about these concepts.</p>			<p>When learner clicks on (1) jump to 1.11a</p> <p>When learner clicks on (2) jump to 1.11b</p>
<p>Notes: Emphasize P in TIPs heading Labels below icons</p>			
<p>Slide [1.11a]/ <i>Preparing to Interview Layer</i></p>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>First thing first: preparing to interview. You must know what questions you're going to ask. Otherwise, you'll end up talking about the weather, or sports, or (my personal favorite: television shows). Although this can be a way to get to know someone, it doesn't help you decide if they can do the job you need them to do. This can be challenging and requires preparation time before the interview occurs.</p> <p>There are specific ways to prepare that focus on selecting the correct (1) topics and (2) questions, ensuring (3) relevance, (4) flexibility, considering (5) culture and (6) skipping the tests.</p> <p>Mark off the different details on the To Do list to read more detailed</p>	<p>Preparing To Interview:</p> <p>(1) Topics: (7) Determine the number of major topics in your interview</p> <p>(2) Questions: (8) For each topic, determine which questions you need to ask to be confident that the candidate knows it. It's always better to have too many questions. Remember, if you feel satisfied the candidate knows the topic, you can move on.</p> <p>(3) Relevance: (9) Make sure your questions are important to the job</p> <p>(4) Flexibility: (10) Be willing to improvise. Many times, a candidate will say something that</p>	<p>Check list with clipboard with 1-6</p>	<p>Audio begins when timeline starts</p> <p>(1-6) fades in synced with audio</p> <ul style="list-style-type: none"> When learner selects box, visited state checked off <p>Click to reveal disabled until after directions are read.</p> <p>Click to reveal on screen slide text in red</p> <ul style="list-style-type: none"> When learner selects the hour, the information in red will be revealed (7-12)

information on how to fully prepare for an interview.	<p>makes you want to dig deeper. This is an excellent opportunity to learn even more about his or her skills. The list of questions is just a guide.</p> <p>(5) Culture: (11) Have a few questions relating to your business and culture which will help to decide about the candidate's fit. The interview is to not just know what the candidate can do for you but to get to know him or her on a business and personal level to see if they would mesh well with your team</p> <p>(6) Skip the Tests: (12) We don't recommend coding tests since generally when people write code, they don't do it under pressure with people watching so it's not the best indicator. Similarly, we don't recommend asking off the wall questions or something you know a</p>		When all boxes are checked off, layer closes and brings learner back to base layer.
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	candidate can't answer. Focus on what's important to the job.		
Slide [1.11b]/ Training Layer			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Lastly, let's take a moment to talk about training. That's the point of this whole course, right? It is so important to properly train and prepare your hiring manager and other interviewers. Just because your interviewer is a brilliant software developer doesn't mean he's a brilliant interviewer.</p> <p>Click on the interviewers to see what qualities make a successful interviewer.</p> <p>These suggestions can be practiced today, by implementing what you've learned from this course and practicing these interviewing tips with your coworkers.</p> <p>(4) These skills are particularly important when you have multiple interviewers. (5) To make sure you're all on the same page, the best practice is to have them individually ask the candidate a subset of the questions you have. This may require you to collaborate or coordinate beforehand.</p>	<p>Training Hiring Managers and All Interviewers</p> <p>(1) Ensure interviewers are:</p> <ul style="list-style-type: none"> • knowledgeable of the subject matter • (2) able to ask questions you've defined and knows what the possible answers are • (3) able to ask follow-up questions to dig deeper <p>(5) Multiple Interviewers Best Practice: Interviewers individually ask the candidate a subset of the questions</p>	<p>Background: 3 people interviewing one person in an office environment</p>	<p>Audio begins when timeline starts</p> <p>When learner clicks on interviewers (hotspot) (1-3) displayed (one per interviewer)</p> <p>(1-3) appear when selected</p> <p>When (1-3) have been revealed, (4) plays automatically and (5) syncs with audio</p> <p>When timeline ends, layer disappears, and learner returns to base layer.</p>

	you have – identify these before		
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Slide [1.12]/ Menu Title: <i>Knowledge Check #3</i>			Objective: [2]
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Fantastic! You've made it to the last Knowledge Check! Let's make sure you retained all this awesome information about preparing for a technical interview. Look over the questions and select all the ones that you think should be included in an interview.</p> <p>Remember, this is not a complete list. When you are preparing for an interview your number of questions will be more expansive.</p>	<p>Job Description: .NET/C# developer.</p> <p>(SQL Server Question) "What is the purpose of a Left Outer Join?" Purpose of inner joins?</p> <p>What is your management style?</p> <p>What is your biggest weakness?</p> <p>Is there anything about this interview process that you would change</p> <p>Tell me about a project that you worked on recently. Can you describe the technical challenges you faced and how you overcame those challenges?</p> <p>Which is your preferred Data Structure and</p>	<p>Background: Checklist with options on the clipboard</p>	<p>Audio begins when timeline starts</p> <p>Entire On-screen Text fades in synced with audio</p> <p>If learner selects correct answer- jump to 1.12a</p> <p>If learner selects wrong answer the first time- jump to 1.12b</p> <p>If learner selects wrong answer a second time- jump to 1.12c</p>

	<p>explain why: LinkedLists, Trees, Tries, HashMaps, HashSets, Arrays, Stacks, Queues, Graphs</p> <p>Which is your least favorite sort and why: Quick Sort, Merge Sort, Insertion Sort, Bucket Sort</p> <p>If you had a choice between two superpowers, being invisible or flying, which would you choose?</p> <p>Select an algorithm and walk me through your approach: Greedy Algorithms, Dynamic Programming, Divide and Conquer</p> <p>Where do you live?</p>		
<p>Notes: Multi Select Format – not included in final assessment score 2 attempts Examples can be altered based on feedback- open to using real examples from company Correct answers highlighted</p>			
Slide [1.12a]/ Correct Layer			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:

You did it! Please take a moment to review all the correct answers before clicking continue.	Correct! You correctly selected all the correct questions that should be included.	Image of all answers correctly categorized and displayed so learner can review easily.	Audio begins when timeline starts When learner selects continue button, jumps to slide 1.13
Slide [1.12b]/ Try Again Layer			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
Not quite, at least one of your answers is incorrect. Click the Try Again button to try one more time.	Sorry, at least one of your answers is incorrect. Try again one more time.	Encouraging stock image about trying again Try Again button	Audio begins when timeline starts When learner selects Try Again button, Try Again layer disappears, and learner returns to base layer
Slide [1.12c]/ Menu Title: Incorrect Layer			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
Sorry, at least one of your answers is still incorrect. Take a moment to review the correct answers For the incorrect answers click on the unchecked questions to read the rationale. When you are done, select the continue button to move on.	Sorry, at least one of your answers is still incorrect. Please review the correct answers below. Incorrect answers explained: “Where do you live?” <ul style="list-style-type: none"> (1) It’s a little unprofessional but also could be seen as potentially discriminating against the candidate based on location or 	Image of all answers correctly categorized and displayed so learner can review easily Explanations at the bottom = buttons	Audio begins when timeline starts. Click to reveal (1-3) reveal red text under on-screen slide text When learner selects continue button, learner jumps to slide 1.13

	<p>socioeconomic status. There are better questions to identify if the candidate would fit in with the culture and climate of the business.</p> <p>If you had a choice between two superpowers, being invisible or flying, which would you choose?</p> <ul style="list-style-type: none">• (2) This is unrelated to the job. It's a time waster and doesn't help you decide if your candidate can do the job you are interviewing them for. <p>What is your biggest weakness?</p> <ul style="list-style-type: none">• (3) This is a very generic question, and the answer doesn't have to be specific to our company. There are		
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	better ways to find out how someone sees themselves or handles a difficult situation		
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Slide [1.13]/ Menu Title: <i>Final Takeaway</i>			Objective: [1]
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Wow, it seems like interviewing really is a lot of work.</p> <p>Definitely, but that's the way we're going to hire quality candidates. (1) You also have the TIPS Acronym to help you remember all the components.</p> <p>All of it will be worth it. By taking the time and preparing for these interviews, you'll be able to accomplish the main purpose: to find and hire a qualified candidate that's capable of doing the job to your satisfaction.</p>	<p>Final Takeaways: Interviewing TIPS To Follow</p> <p>(1) Timeliness Identifying Needs Preparation</p> <p>Keep The Goal in Mind: to find and hire a qualified candidate that's capable of doing the job to your satisfaction.</p>	<p>(1) TIPS clipboard with Acronym</p> <p>Goal post with Keep The Goal In Mind info</p>	<p>Audio begins when timeline starts.</p> <p>(1) Fades in synced with audio</p> <p>When timeline ends on this slide, learner jumps to, jumps to slide 1.14 automatically</p>

Slide [1.14]/ Menu Title: <i>Summary/Assessment Introduction</i>			Objective: [2]
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Alright, we've done a lot of learning today. Now it's time for the quiz.</p>	<p>Quiz Time!</p>	<p>(4) Begin button</p> <p>Good luck image</p>	<p>Audio begins when timeline starts</p>

<p>There are multiple choice, multiple option, and scenario based questions that make up this quiz. (1) You will be asked 10 questions in total. (2) You must answer at least 8 of them correctly (3) to achieve an 80% or higher and pass this module.</p> <p>(4) When you are ready, press the next button. Good luck!</p>	<p>(1) 10 Questions:</p> <ul style="list-style-type: none"> 7 multiple/multi option choice 3 scenario-based questions <p>(2) Must answer 8 out of 10 correctly</p> <p>(3) 80% or higher passing grade</p>	<p>Avatars wishing luck</p>	<p>(1-4) fade in synced with audio</p> <p>When learner selects Next button, learner is taken to 1.15</p>
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Slide [1.15]/ Menu Title: <i>Assessment Question #1 (Removed from Menu)</i>			Objective: [1]
Audio/ Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
None	<p>What does the acronym TIPs stand for?</p> <p>A. Talent Acquisition, Identifying Needs, Preparation</p> <p>B. Timeliness, Identifying Needs, Preparation</p> <p>C. Timeliness, Identifying Interviewers, Preparation</p> <p>D. Timeliness, Identifying Needs, Presentation</p>	<p>Background image: stock image of interview – transparency 90%</p>	<p>When learner selects submit, submit multiple choice question and learner goes to slide 1.16</p>
<p>Notes:</p> <p>Background for quiz questions remain the same</p> <p>Multiple Choice Question: correct answer: Timeliness, Identifying Needs, Preparation</p> <p>1 attempt</p>			

Slide [1.16]/ Menu Title: <i>Assessment Question #2 (Removed from Menu)</i>			Objective: [2]
Audio/ Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
None	<p>What is the first step in preparing for a technical interview?</p> <ul style="list-style-type: none"> A. Coordinating the schedules of all parties involved B. Defining the job and responsibilities C. Preparing a list of technical questions D. Identifying company benefits to add to job description 	Background image: stock image of interview – transparency 90%	When learner selects submit, submit multiple choice question and learner goes to slide 1.17
Notes: Background for quiz questions remain the same Multiple Choice Question: correct answer: Defining the job and responsibilities 1 attempt			

Slide [1.17]/ Menu Title: <i>Assessment Question #3 (Removed from Menu)</i>			Objective: [2]
Audio/ Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
None	<p>When you are identifying the roles and responsibilities, what should you consider and include? Check all that apply.</p> <ul style="list-style-type: none"> A. A specific job description B. Personal Interests C. Technology Skills D. Business Skills E. Team/Culture Dynamic 	Background image: stock image of interview – transparency 90%	When learner selects submit, submit multiple choice question and learner goes to slide 1.18

Notes:

Background for quiz questions remain the same

Multiple Option Question: **correct answers: A, C, D, E**

1 attempt

Slide [1.18]/ Menu Title: <i>Assessment Question #4 (Removed from Menu)</i>			Objective: [2]
Audio/ Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
None	<p>When you are scheduling an interview for a candidate, which is the most important?</p> <ul style="list-style-type: none">A. To schedule the interview as soon as possibleB. To schedule the interview at a time when all involved parties can attendC. To schedule the interview without other parties but let the candidate know they will have to return for a follow up interview.D. To schedule an interview without checking the schedules of all parties involved	Background image: stock image of interview – transparency 90%	When learner selects submit, submit multiple choice question and learner goes to slide 1.19
Notes: Background for quiz questions remain the same Multiple Choice Question: correct answer: B. To schedule the interview at a time when all parties can attend 1 attempt			

Slide [1.19]/ Menu Title: *Assessment Question 5 (Removed from Menu)*

Objective: [2]

Audio/ Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
None	<p>When you are preparing a list of questions for the candidate, what should you consider? Select all that apply.</p> <ul style="list-style-type: none"> A. Major Topics B. Personal/Private Questions C. Coding Tests D. Specific software tasks and questions E. Team/Culture Questions 	Background image: stock image of interview – transparency 90%	When learner selects submit, submit multiple choice question and learner goes to slide 1.20
Notes: Background for quiz questions remain the same Multiple Choice Question: correct answer: Major topics, Specific software tasks and questions, team/culture questions 1 attempt			

Slide [1.20]/ Menu Title: <i>Assessment Question 6 (Removed from Menu)</i>			Objective: [2]
Audio/ Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
None	<p>When you are interviewing a candidate with others, once you identify the questions what is the next step?</p> <ul style="list-style-type: none"> A. Schedule the interview B. Delegate a subset of the questions you created to each member of the interviewing panel C. Double check right before the candidate arrives that you don't have duplicate questions to ask the candidate D. Print out best interview questions 	Background image: stock image of interview – transparency 90%	When learner selects submit, submit multiple choice question and learner goes to slide 1.21
Notes:			

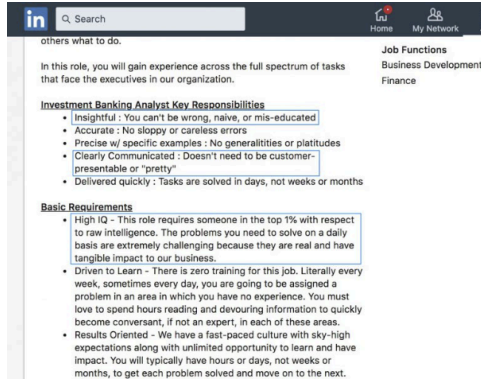
Background for quiz questions remain the same

Multiple Choice Question: **correct answer:** Delegate a subset of the questions you created to each member of the interviewing panel
1 attempt

Slide [1.21]/ Menu Title: <i>Assessment Question 7 (Removed from Menu)</i>			Objective: [2]
Audio/ Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
None	<p>What is the ultimate purpose of an interview?</p> <ul style="list-style-type: none">A. For the interviewers to one-up each other to show how smart they are by asking increasingly harder questionsB. For your interviewers to feel smart about themselvesC. To ascertain whether a candidate can do the job to your satisfaction.D. To make the candidate cry	<p>Background image: stock image of interview – transparency 90%</p>	<p>When learner selects submit, submit multiple choice question and learner goes to slide 1.22</p>
Notes: Background for quiz questions remain the same Multiple Choice Question: correct answer: To ascertain whether a candidate can do the job to your satisfaction 1 attempt			

Slide [1.22]/ Menu Title: <i>Scenario Setup (Removed from Menu)</i>			Objective: [2]
Audio/ Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Now for the final step, we are going to put this information together and go through a simulation of how you'd apply these concepts. (1) Follow Michael through the next 3 "days" to show how to prepare for a</p>	<p>Simulation Time</p> <p>(1) Follow Michael through the next 3 tasks to show how to prepare for a deep technical</p>	<p>Avatar in 3 panels with Day 1/2/3 at the bottom of each</p> <p>(3) Begin button</p>	<p>Audio begins when timeline starts</p> <p>Next button disabled</p> <p>(1-3) fade in, sync with audio</p>

<p>deep technical interview using the 3 interview strategies.</p> <p>Remember, this is still part of the assessment. (2) As a reminder, you need to answer 8/10 questions correctly to pass this course.</p> <p>(3) When you're ready, press Next.</p>	<p>interview using the 3 interview strategies.</p> <p>(2) As a reminder, you need to answer 8/10 questions correctly to pass this course.</p> <p>(3) When you're ready, press begin.</p>		<p>Learner selects begin button (3) and jumps to 1.23</p>
<p>Notes: This is not a quiz slide</p>			

[1.23]/ Menu Title: <i>Assessment Question 8 (Removed from Menu)</i>				Objective: [2]
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:	
<p>Okay, first thing is first. I need to really break down the job role and skills I am looking for in a candidate</p> <p>Let's select the best job description from the options on the screen</p>	<p>Defining the Role and Responsibility</p> <p>Select the best job description from the options on the screen</p>	<p>3 images of job descriptions: sample examples below</p> <p>Michael Avatar considering the examples</p> 	<p>Audio begins when timeline starts</p> <p>Hotspots disabled until directions read.</p> <p>Learner submits selection and jumps to 1.24</p>	

		<p>Job Title: Senior Account Manager</p> <p>Job Description: Drive customer satisfaction and revenue growth through strategic relationships as a senior account manager in our sales and marketing department in our downtown office.</p> <p><u>About Us:</u> We provide global communication solutions to customers in 150 countries. Rated a top 100 employer two years in a row, we hire the best people and provide them the best benefits to improve their lives, including a competitive salary, medical, dental and vision coverage and perks like a fully-stocked break room with complimentary food and drinks, on-site gym and frequent company and team outings.</p> <p><u>About the Role:</u> You will help distinguish our company with professionalism, best practices and deliverables that build customer loyalty. Among the responsibilities of the role are:</p> <ul style="list-style-type: none">• Opportunity Development: You will help manage the customer relationship based upon new project direction, including assisting in RFP responses, contract negotiations and supporting the development of the solution review.• Portfolio Expansion: For existing customers, you will work to expand the sales of additional deliverables.• Maintenance Renewals: In a timely manner, you will collaborate with other team members to manage renewals. <p><u>About You:</u> The ideal candidate will have the following skills and experience:</p> <ul style="list-style-type: none">• 5-6 years in consultative selling• Experience in creating solutions for customers based on their initiatives and our offerings• Understanding of the industry and the business challenges customers face• Excellent written and verbal communication skills <p>If you are ready to become part of our family, apply online here. In your cover letter, please explain why your experience is relevant to this role.</p>	
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		<p>The Sr. Database Developer is responsible for the overall development and maintenance of information databases used to operate the infrastructure and technology platform. In this role, you'll be responsible for the evolution of data, including designing and streamlining our data operations and maintaining our database to ensure peak performance. You'll also be the connection between our engineers, scientists, and all of our systems and data, acting as the gatekeeper between departmental ideas and execution.</p> <p>Duties and Responsibilities:</p> <ul style="list-style-type: none"> Partner with development teams to design data management and governance protocols, manage the information lifecycle, design infrastructure, and data integration controls Understanding business strategy and cascades business intelligence needs to the database level Design, configure, implement, and administer all databases for the respective parties involved Develop and maintain complex models and logical database designs Identify and resolve all issues related to database systems to ensure that systems are online and without service interruption <p>Skill & Experience Requirements:</p> <ul style="list-style-type: none"> 10+ Years in IT service Bachelor's degree in a related field Proficient with relational databases (e.g. Oracle, SQL Server, MySQL, PostgreSQL) Experience in designing and implementing database structures Experience with automating DBA tasks Experience with data modeling and schema design Experience with AWS aurora is a plus Experience with Cloud-based DB solutions is a plus Experience with all versions of MS SQL Server, MySQL, PostgreSQL Experience with additional RDBMS Experience with database Server backup and recovery techniques Proven experience in maintenance of SQL Server, MySQL, PostgreSQL Proven experience using Transact SQL, Stored Procedure and UDF Demonstrated experience in troubleshooting and resolving database problems Demonstrated experience in turning database and its objects 	
<p>Notes:</p> <p>Hotspot Question: correct answer - 2nd example (but may change depending on what examples are given- possible to use previous job descriptions for more realistic examples)</p> <p>1 attempt</p>			

[1.24]/ Menu Title: <i>Assessment Question 9 (Removed from Menu)</i>			Objective: [2]
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Okay, now that the job role and responsibilities are defined, we have some great candidates applying! Now it's time to schedule some interviews.</p> <p>(1) Look at the mock calendar on the screen and select the best day to schedule the interview.</p>	<p>Coordinating the Interview</p> <p>(1) Select the best day on the calendar to schedule the interview</p>	<p>Sample screenshot of google calendar with simulated coordinating calendars of Avator, Mr. X and Ms. Y</p> <p>3 options: Monday: only you are available</p> <p>Wednesday: all 3 parties are available</p>	<p>Audio begins when timeline starts</p> <p>Hotspots disabled until directions read.</p> <p>(1) Fades in and syncs with audio</p>

		Thursday: 2 parties are available	Learner submits selection and jumps to 1.25
Notes: Hotspot Question: correct answer – Wednesday 1 attempt			

[1.25]/ Menu Title: <i>Assessment Question 10 (Removed from Menu)</i>			Objective: [2]
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Awesome, now that I know when the candidate is coming in, it's time to prepare my questions.</p> <p>(1) Now let's select the best set of questions from the options on the screen.</p>	<p>Preparing for the Interview</p> <p>(1) Select the best question set from the options on the screen</p> <p>Question Set 1: What are the various SQL Database Functions? Can you mention the different types of Queries in SQL Servers? What is the use of Database Engine in the SQL Server? What is the difference between OOP and SOP? Why use OOPs? What are the main features of OOPs?</p>	<p>3 sets of questions (suggestion: create in Canva for more visual appeal)</p> <p>Avatar</p>	<p>Audio begins when timeline starts</p> <p>Hotspots disabled until directions read.</p> <p>Learner submits selection and jumps to 1.26</p>

	<p>What is an object in C#? What is Managed or Unmanaged Code in C#? What is Boxing and Unboxing in C#?</p> <p>Question Set 2: What is SQL? How comfortable are you using SQL? What is OOPs When have you used OOPs? What is C# Explain a project you completed where you used C#</p> <p>Question Set 3: What is an object in C#? Explain a project you completed where you used C# What is Managed or Unmanaged Code in C#? What is Boxing and Unboxing in C#? What is the difference between a struct and a class in C#? What is the difference between Interface and Abstract Class in C#? What is enum in C#?</p>		
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	<p>What is the difference between “continue” and “break” statements in C#?</p> <p>What is the difference between constant and readonly in C#?</p> <p>Can “this” be used within a static method in C#?</p> <p>What are the main features of OOPs?</p> <p>What are some advantages of using OOPs?</p> <p>Why is OOPs so popular?</p> <p>What is a class in OOPs?</p> <p>Are class and structure the same in OOPs? If not, what's the difference between a class and a structure?</p> <p>What is an object in OOPs?</p> <p>What is encapsulation in OOPs?</p> <p>What is Compile time Polymorphism and how is it different from Runtime Polymorphism?</p> <p>What is Abstraction in OOPs?</p>		
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	<p>Explain a project you completed where you used OOPs</p> <p>What is SQL?</p> <p>What is the difference between SQL and MySQL?</p> <p>What are Constraints in SQL?</p> <p>What is a UNIQUE constraint?</p> <p>What is a Primary Key?</p> <p>What is a Foreign Key?</p> <p>What is a Join in SQL?</p> <p>List its different types.</p> <p>What is an Index in SQL?</p> <p>Explain its different types.</p> <p>What is Pattern Matching in SQL?</p> <p>Explain a project you completed where you used SQL</p>		
Notes: Hotspot Question: correct answer – Question set 3 1 attempt			

Slide [1.26]/ Menu Title: Quiz Results (Removed from Menu)			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
None	<p>Results</p> <p>Your Score:</p> <p>Passing Score:</p>	<p>Results Heading</p> <p>Review Quiz Button</p>	<p>Set passing score to 80%</p> <p>When timeline starts show Success layer if learner passed</p>

			Show Failure layer if learner failed
Notes: Results slide			
Slide [1.26a]/ Success Layer			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
Congratulations, you did it!	Your Score: Passing Score:	Continue button	When learner selects Continue button, learner jumps to slide 1.27
Notes: Base layer not hidden			
Slide [1.26b]/ Failure Layer			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
Unfortunately, you didn't pass. Please press Review Quiz to review the answers or select the Retry Quiz button to try again.	Your Score: Passing Score: Unfortunately, you did not pass. Please press Review Quiz to review answers or jump to Retry Quiz to try again.	Results Heading Review Quiz Button Retry Quiz Button	When learner selects review quiz: jump back to 1.20 and show correct/incorrect responses When learner selects Retry button- reset results for 1.26 results slide and jump to slide 1.14
Notes: Base layer not hidden			

Slide [1.27]/ Menu Title: <i>Congratulations!</i>			
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
(1) Congratulations! You did it! Now you're ready to recruit and hire some amazing candidates. Interviewing is difficult, but it is extremely important to us in becoming the company we want to become. (1) Thanks for your participation and for helping us achieve this goal! (2)	(1) Congratulations! (2) End Course	Balloons, celebration (2) End course button	Audio begins when timeline starts. Next button disabled (1-2) fades in synced with audio

			When learner selects End Course button, learner leaves LMS system.
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Optional Situational Question:

[1.24]/ Menu Title: <i>Assessment Question 11 (Removed from Menu)</i>			Objective: [2]
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
<p>Awesome. Now that we've identified the skills we want, set up the interview and crafted all the questions, there is just one last step: Delegate.</p> <p>We are going to drag each of the questions to the correct person you have delegated the responsibility.</p> <p>(1) Give all SQL questions to Mr. X, all OOPs questions to me and all C# questions to Ms. Y.</p>	<p>Last step: Group the questions out.</p> <p>(1) Delegate all SQL questions to Mr. X, all OOPs questions to Michael, and all C# questions to Ms. Y. Questions (to be mixed up)</p> <p>Questions:</p> <p>What are the various SQL Database Functions?</p> <p>Can you mention the different types of Queries in SQL Servers?</p> <p>What is the use of Database Engine in the SQL Server?</p> <p>What is the difference between OOP and SOP?</p> <p>Why use OOPs?</p> <p>What are the main features of OOPs?</p>	<p>3 people/icons at the bottom with labels (Michael, Mr. X. and Ms. Y)</p>	<p>Audio begins when timeline starts</p> <p>Drag and drop disabled until directions read.</p>

	What is an object in C#? What is Managed or Unmanaged Code in C#? What is Boxing and Unboxing in C#?		
Notes: Hotspot Question: All questions with SQL under Mr X icon, all questions with OOPs under Michael, all questions with C# under Ms. Y 1 attempt Questions appear one at a time			

Extra blank template:

Slide [##]/ Menu Title: <i>[Insert Title]</i>			Objective: [#]
Audio/Narration	On-Screen Slide Text:	Visuals	Animation / Interaction:
Notes:			