



ACE

**THE INTERVIEW AT
TECH COMPANIES**

How to Ace the Interview at Tech Companies (And everywhere else)

Live presentation at Asia's Biggest Virtual Career Fair in March 2022

Webinar Video: https://www.youtube.com/watch?v=OWnPwIxb_ys

According to a commentary on Channel News Asia by JobStreet.com on 15 Feb 2022, COVID-19 has also seen the accelerated adoption of digital tools and services, which has rendered many jobs obsolete, while new roles have been created.

These new roles require new skills, and if you want to win in the new world of work, you need to upskill yourself. With more companies going digital, what can you do to ace the interview? Simply do what others won't and enjoy what others can't.

1. What is a Tech Company?

<https://sloanreview.mit.edu/article/what-it-means-to-be-a-tech-company/>

Taiwan-based business analyst Ben Thompson writes in *Stratechery* that what separates tech companies from other types of businesses is "**the centrality of software.**" For instance, software creates ecosystems and enables companies to eliminate both marginal costs and transaction costs. Every employee of the company lives and breathe digital.

Examples

DBS, world's best digital bank: 29,000-person startup

Amazon, the everything store: Day 1 mentality is a culture and an operating model that puts customers at the center of everything Amazon does. Putting "Day 1" into practice relies on maintaining a long-term focus, obsessing over customers, and bold innovation.

Tech in practice

<https://www.fastcompany.com/1825005/how-one-second-could-cost-amazon-16-billion-sales>

Amazon calculated that a page load slowdown of just one second could cost it \$1.6 billion in sales each year. Google has calculated that by slowing its search results by just four tenths of a second, they could lose 8 million searches per day—meaning they'd serve up many millions fewer online advertisements.

2. Tech employees: Digital Natives vs Digital Immigrants

<https://elearningindustry.com/digital-natives-digital-immigrants>

As a guide, Digital Immigrants (DI) are those who were born before 1980. Digital Natives are the generation born after 1980 aka the digital era.

If you are a DI, which DI avatar describes you best?

DI avoiders avoid the use of modern technology

DI minimalists use technology reluctantly

They are unwillingly forced to use technology but prefer hard copies and do not trust electronic resources.

DI enthusiastic or eager adopter enjoys being with technology

They engage in online discussions via Facebook, news sites, blogs or online education.

DI innovators work with technology to improve it

Eg. game developers, programmers, engineers, and technical writers.

Question: Are you Digital enough for a Tech company?

3. Han's corporate career stages

Age 25-39:	Early Career: How high can you go?
Age 40-49:	Mid-Career: Final chance to make it in Corporate
Age 50-59:	Late Career: Are you Plan B Ready?
Age 60-69:	New Career: Re-inventing yourself
Age 70+:	Game Changer: Changing the game to stay relevant

4. Good news: Tech Lite roles!

The majority of job roles in Singapore are "tech-lite". Although they do not require specialised deep tech skills, these roles still require the ability to understand new technologies such as automation, robotics, data analytics for application and communication purposes.

5. What's on the interviewer's mind?

- Address the #1 fear in hiring managers
- Sun Tzu's "art of interview"
- K.L.T.H.

6. Acing the Tech-lite interview

AI interview eg. Hirevue.com, impress.ai

Zoom F2F – Connect and convince

Physical F2F – Connect and convince

7. Practice Questions

Non-Tech Qs

- Tell me about yourself
- How is your experience relevant to this role?
- Why should we hire you?

Tech Qs

<https://www.roberthalf.com/blog/how-to-interview-candidates/7-must-ask-tech-interview-questions>

- How do you keep your tech skills current and relevant?
- What online resources do you use to help you do your job?
- Tell me about a tech project you've worked on in your spare time

8. Resources

Video: Hirevue Interview Tips - 10 Most Common Hirevue Questions and Answers

<https://www.youtube.com/watch?v=X0yVy5rnFyE>

JobStreet.com interview practice tool

<https://www.jobstreet.com.sg/career-resources/career-tools/interview-practice-tool/>

60 Toughest Interview Questions & Recommended Answers

<https://www.trivalleycareercenter.org/wp-content/uploads/2018/10/60-Toughest-Interview-Questions.pdf>

Invest in yourself & your career

<https://www.nojobnosweat.com>

9. Q&A

Your Speaker Han Kok Kwang



Han is a best-selling author of 2 career books and the 1st NCDA (US) international master trainer in Asia who has **empowered 100,000+ individuals** in their career journey. He is the winner of **4 National Awards of Excellence from National Associations across 4 different domains** including HRM Professional of the year, Lifelong Learner of the year, Best Personal Brand (Entrepreneur) of the year and Outstanding Educator of Career Professionals of the year. To continue the conversation, feel free to connect with Han at <https://www.linkedin.com/in/hankokkwang/>.