

## Introduction

- Technical interviews are the new standard in the software engineering field to get a job.
- They are used to test a candidate's problem solving in basic to complex computer science concepts.
- Research has shown that candidates feel unprepared for these interviews.



## Key Challenges in Technical Interviews

- Candidates struggle to learn complex data structures and algorithms.
- The social aspect of interview such as:
  - Think-aloud
  - Asking clarifying questions
- Having to critically think and solve problems while someone else is watching.

(Behroozi, M., Parnin, C., & Barik, T. (2019). Hiring is broken: What do developers say about technical interviews? 2019)



## Objective

To gain better insight into how people prepare for technical interviews and what is missing from their preparation process.

## Research Questions

- RQ1: What are the common resources and practices that job seekers use to prepare tech-interviews?
- RQ2: What are the needs that job seekers have in preparing for interviews that are not being fulfilled by current resources?
  - How authentic is their tech-interview environment?
  - What parts of how they practiced technical interviews were different from the actual interviews?
  - How do they know how well they are doing? How do they seek feedback from?
- RQ3: What parts of the technical interview are job seekers anxious about?

## Methods

- We plan to conduct a study with people who participate in technical interviews.
- Target: Entry-level job seekers
- Qualitative analysis through interviews:
  - Semi-structured interview
  - 25 Questions
  - ~20 participants

## Pilot Study

- Conducted a preliminary pilot study interviewing 3 people.
- Interviews were ~30-40 minutes

## Pilot Study Preliminary Results

- Anxiety and stress coming from preparing for technical interviews.
  - "Every time I prepare I get scared"
- Common resources used: Leetcode, Glassdoor, and Youtube.
- There is a lack of resources outside of Leetcode to practice technical interview skills.
  - "Leetcode is a good foundation but something is missing"

## Future Work

- Creating a comprehensive platform for job seekers to prepare for technical interviews.
- Reducing anxiety and stress caused by technical interviews by helping in preparation.