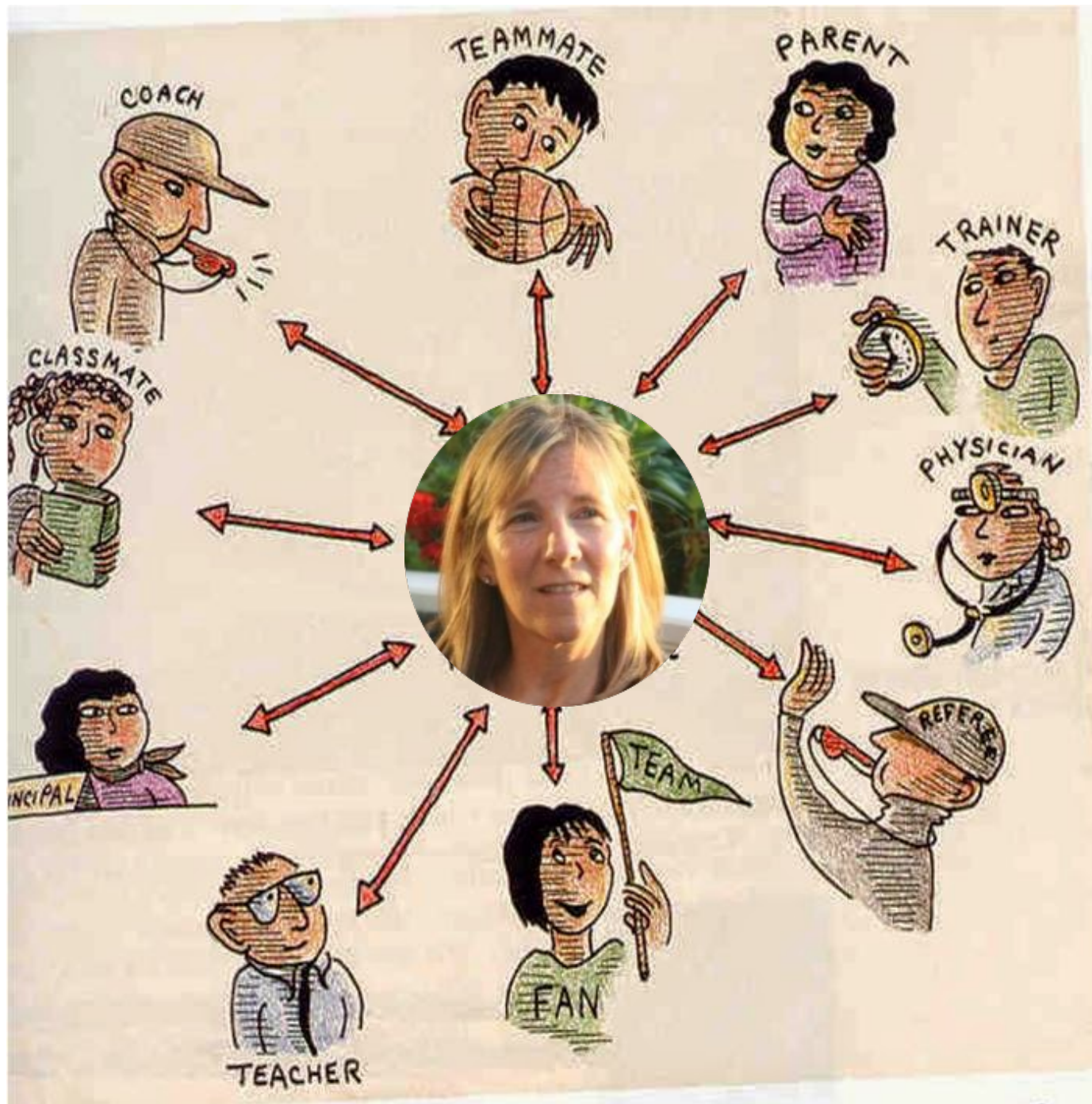


Better Developer Relations start with the Interview



1. Why soft skills are important
2. Impress with your soft skills



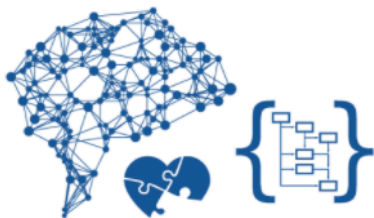
<https://www.linkedin.com/in/margourey/>

<https://github.com/margOnline/>

@margOnline

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility



in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



Source: Future of Jobs Report, World Economic Forum

Why soft skills are important

- Agile teams rely on interpersonal skills
- Hard skills ineffective without soft skills
- We resist learning soft skills

Agile teams rely on interpersonal skills



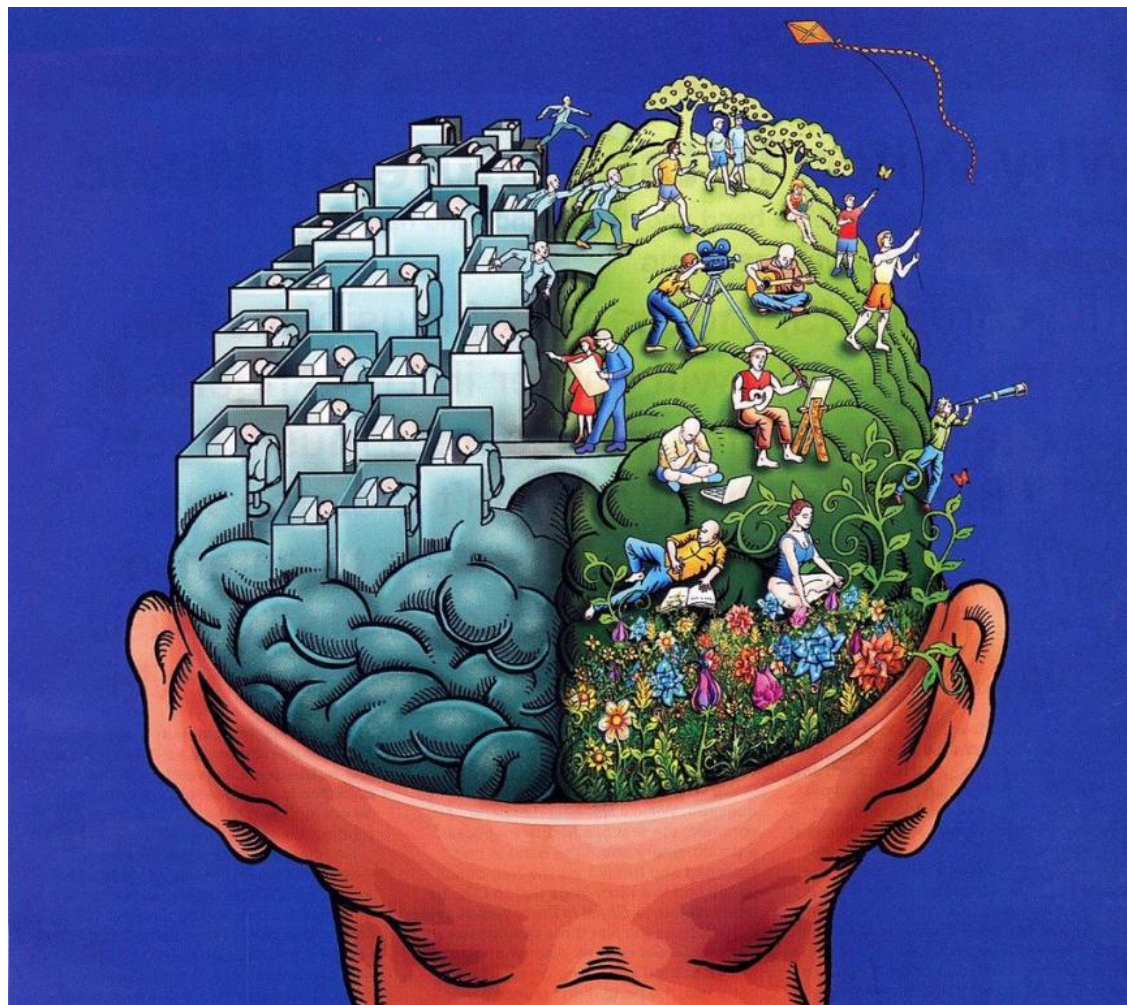
Hard skills
ineffective
without soft
skills



Resistance to soft skills

- Industry bias towards right brain
- They're not on the curriculum

Industry bias towards hard skills





Impress with your soft skills

- Why first impressions matter
- Candidate - how to impress
- Interviewer - how to impress

Why first impressions matter



Candidate

Manage your first impression

Candidate

Use your soft skills to answer the technical questions

Candidate

Anticipate questions about soft skills

Candidate

Do your research

Candidate

Ask about investment in
personal growth and development

Interviewer

Manage your first impression

Interviewer

Review the cv / technical challenge

Interviewer

Past experience is
the best indicator of future success

Interviewer

Dont oversell

It's about Trust



Better Developer Relations start with the Interview



Resources

The Importance of Soft Skills

- A Study of Engineering Education, by Charles Riborg Mann for the Carnegie Foundation for the Advancement of Teaching
- What are the 21st Century Skills every Student Needs - <https://www.weforum.org/agenda/2016/03/21st-century-skills-future-jobs-students>
- 5 reasons why soft skills are more important than ever, Oxbridge Academy - <https://www.oxbridgeacademy.edu.za/blog/5-reasons-soft-skills-important-ever/>
- Future work skills for 2020, Institute for the Future - http://www.iff.org/uploads/media/SR-1382A_UPRI_future_work_skills_sm.pdf
- The Future of Jobs, World Economic Forum - http://www3.weforum.org/docs/WEF_FOJ_Executive_Summary_Jobs.pdf
- 10 skills you need to thrive in the Fourth Industrial Revolution, World Economic Forum - <https://www.weforum.org/agenda/2016/01/the-10-skills-you-need-to-thrive-in-the-fourth-industrial-revolution/>
- It's the Company's job to help Employees learn, Harvard Business Review - <https://hbr.org/2016/07/its-the-companys-job-to-help-employees-learn>

First impressions:

- <https://www.psychologicalscience.org/observer/how-many-seconds-to-a-first-impression>
- Why First Impressions are Difficult to Change: Study, Live Science - <https://www.livescience.com/10429-impressions-difficult-change-study.html>
- Brain Response to First Impressions - <https://psychcentral.com/news/2009/03/09/brain-response-to-first-impressions/4612.html>

First impressions at the Interview

- Mattersight, <https://www.mattersight.com/blog/3-facts-about-employee-emotions-that-every-hiring-manager-needs-to-know/>
- It's About the People - <http://www.marketwired.com/press-release/its-about-people-80-employees-would-choose-jobs-based-on-personal-connections-formed-nasdaq-matr-2108098.htm>