

Will Microsoft remove the interview questions of 'brain hack'?

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The process of interviewing the intellectuals in Silicon Valley in general, and in large technology companies like Google and Microsoft in particular is always known as a true 'brainstorming' battle that candidates must overcome. by. These interview questions are a small set of exercises designed to choose the best talent among thousands of other talents, the top of the summit!



However, Microsoft said it has made efforts to improve its recruitment process to make it truly more useful and comprehensive. In a personal blog post, John Montgomery, director of program management at Microsoft, explained the changes Microsoft made to the hiring process mainly focusing on cutting back. Candidates 'brain hack' questions, such as 'how many golf balls can be inserted into a Boeing 747' compartment, for example. Microsoft's new recruitment interview framework will include the following 8 elements:

1. Share the interview and related information

Candidates will be given a problem to be addressed by the employer so that they can study a few days before the interview actually takes place. This is a way to check the candidates' caution, ability to plan and solve problems.

2. Apply problems in practice

Candidates are tested in solving real-world problems such as improving customer satisfaction, maintaining or increasing sales, improving services or features. This factor helps employers have a more objective view of the weak points of candidates in many related issues.

3. Grant data access rights

Applicants will be granted access to the information store, data that Microsoft is working on, and during the interview, they can freely search the internet or ask employers to provide more data. This includes helping candidates become familiar with data about customer research, use, design and company simulations.

4. Interaction

Candidates will interact, talk more with interviewers about issues such as the actual working environment if the candidate is recruited or other related work.

5. Give a real-life situation

Microsoft will create a single story or problem and put candidates on a similar journey that project administrators have experienced, starting with solving customer or business problems, learn about the client's work, design solutions and finally give the most suitable solution. Each interview focuses on a different stage of the process.

6. Interview in pairs

Microsoft paired candidates. Instead of holding one-on-one interviews, Microsoft paired two candidates into one group in each interview. As a result, the conversations will become more dynamic with the participation of many candidates, and will also create opportunities for employers to listen to more points of view on the same issue. emotional assessments.

7. Retain feedback until the end of the interview

Microsoft will not publish feedback from employers until the end of the day, after all candidates have been interviewed. Microsoft wants every recruiter to evaluate candidates based on the value of the conversation between them and the candidate, not the employers' opinions about the candidates in the previous rounds.

8. Give feedback on the interview process

Finally, at the end of each interview round, the interview committee not only discussed what they gained during the time they worked with the candidates, but also what they did or did not do during the process. interview.



Finally, Microsoft's goal in building this new hiring model is to reduce too complex questions, while still ensuring the best people are selected. These are people who are not only good at their professional skills, but also have to ensure that they are suitable and able to develop in the working environment of the company. Not only that, this new interview process will also reduce the unnecessary pressure and create a great experience for the candidates, so that they are excited to participate instead of nervousness and anxiety. Microsoft recognizes that the new recruitment model can give them a competitive advantage over other companies in the current labor market.

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