

Google Interview Prep Guide

Business Interviews

Getting ready for your interviews

Thanks for taking the time to interview with us! We hope you've enjoyed the process so far. This guide will help you understand how to prepare for your interview and what to expect during your interview so you'll be ready to show us what you've got.

To get ready for your interview, read through the job description and make sure you have an understanding of what could be expected in the role. Do some research on the unique value of advertising with Google as well—understand [Search/AdWords](#), [Display](#), [Mobile](#), [YouTube](#), [Cloud](#) and [Hardware](#) which of these represent the largest growth opportunities.

When you meet with your interviewer, they'll be assessing you based on four attributes using a mix of behavioral and hypothetical questions:

General Cognitive Ability - We ask open-ended questions to learn how you approach and solve problems. And there's no one right answer—your ability to explain your thought process and how you use data to inform decisions is what's most important.

Leadership - Be prepared to discuss how you have used your communication and decision-making skills to mobilize others. This might be by stepping up to a leadership role at work or with an organization, or by helping a team succeed even when you weren't officially the leader.

Role-related knowledge - We're interested in how your individual strengths combine with your experience to drive impact. We don't just look for how you can contribute today, but how you can grow into different roles—including ones that haven't even been invented yet.

Googleness - Share how you work individually and on a team, how you help others, how you navigate ambiguity, and how you push yourself to grow outside of your comfort zone.



What's a behavioral question?

A behavioral question looks at how you've handled a specific challenge in the past to assess if you'll be a good match for the role. Sample requirements include:

Communication

Decision making

Initiative

Organization

Time management

Flexibility

Leadership

Problem solving

Behavioral questions usually start with phrases such as “tell me about a time when” or “give me an example of” or “describe a decision you made.” Interviewers are looking for examples of what you have done and how you have done it. They may follow up with more probing questions such as, “what did you do then?” or “what was the result?” **Using a behavioral interview technique like the STAR approach can help structure your answers.**

Situation	Task	Activity	Result
Describe the situation you were in or the task you needed to accomplish.	Explain the goal you were working toward.	Detail the specific steps you took and the role(s) you played.	Describe your accomplishments and the overall outcome.



Examples of behavioral questions

Describe a specific problem you solved for an employer or team. How did you approach the problem? What role did others play? What was the outcome?

Things to consider for your answer:

- Examples from your past experience where you demonstrated behaviors and skills applicable to the role you're applying for.
- Who you involved and how you influenced them.
- Challenges you faced and how you dealt with them.

Describe two specific goals you set for yourself and how successful you were in meeting them. What factors led to your success?

Things to consider for your answer:

- Your objectives—be clear on those up front.
- Reasons you chose those particular goals.
- Any measures you set up to track progress.
- Obstacles you overcome and things learned along the way.

Tell me about a time when you failed to meet a deadline. What did you fail to do? What did you learn?

Things to consider for your answer:

- The root cause.
- How you applied what you learned in future projects.

TIP: For interviews at Google, come prepared with several examples that demonstrate your skills in the four categories we assess. Practice these examples using the STAR approach.

What's a hypothetical question?

While behavioral questions assess your past performance, hypothetical (also known as situational) questions evaluate how you would handle a challenge you may not have encountered yet.

Questions often begin with “Imagine that...” and are designed to assess your thought process rather than “right” or “wrong” solutions. We don’t use brain teasers, but instead want to know how you would approach a typical problem scenario that is related to the role or that Googlers have faced in the past. A strong answer will illustrate or include:

An understanding of the problem - Did you display a general understanding of the question asked by outlining what experiences and factors are relevant to solve the problem and what additional work needs to be done?

Thoughtful problem solving - Are you gathering information in order to address specific factors or pulling from specific experience? Are you thinking about how to gather information or conduct research and how to use that information to solve the problem? Are you getting to the root cause?

Potential solutions - Does your solution answer the initial question or solve the initial problem? Are you considering and appropriately weighing the pros and cons of your solution?

Support for your solutions - Are you providing rationale for why a certain solution is best, despite previously stated pros and cons? Did you describe potential success metrics to support your solution?

Strong communication - Are your responses structured and logical, do you balance brevity and detail?



Examples of hypothetical questions

Imagine you are in charge of organizing the grand opening of a new Google office in Bangalore, India. What steps would you take to plan this event?

Things to consider for your answer:

- The objective of the event, and measurement of success.
- Who will be invited to the event.
- Logistics around the event, set-up, location, timing.
- Stakeholders to involve in the process.

Imagine you are working on Gmail and a competitor starts charging a \$5 monthly fee for their product. How would you assess this situation, and what recommendation would you make to your team?

Things to consider for your answer:

- How this change impacts the market.
- Target users and the impact of fees on them and their behavior.
- Pros and the cons of your recommendation.
- How you would assess if this was a sustainable model moving forward.

General tips for success

- Listen carefully. Rephrasing questions or asking for clarity is okay, as is telling the interviewer you want time to collect your thoughts.
 - Be concise. Make sure you're answering the question and not using a prepared example that isn't applicable or related to the questions.
 - Think in terms of examples that will showcase your top selling points.
 - Don't worry about giving the right answer. The interviewer will be looking to see the thought process versus the answer itself. Expect follow-up questions.
 - Come prepared with thoughtful questions (e.g., team priorities, culture, etc.).
- Interviewing is a two-way street, so we want you to feel comfortable and understand how a role at Google could help you grow your career.

During & after your interviews

Google has a unique hiring process which can take several weeks. We strive to keep you updated, but don't hesitate to reach out to your recruiter if you have any questions. For more information on our interview process and our hiring philosophy, visit our [How We Hire](https://careers.google.com) site.