

# Job Search Questions You're Afraid to Ask



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# About Me

*(What makes me think I know so much about this anyway?)*



## Career

Diversity recruiting  
Software development Consulting



## Community

Conference organizer & sponsor  
Tech community supporter



## Education






MBA, Organizational Leadership  
HR training

# Job Search Questions

- Professional Growth
- HR & Benefits
- Legal Considerations
- Evaluating Culture



# Job Search Process

-  Application
-  Interview(s)
-  Offer
-  Negotiations
-  Awesome New Job



# Job Search Puzzle

## You

*skills, goals, preferences,  
needs, family*

## Company

*leadership, product,  
stability, direction, culture*



## Technical Team

*technology, people,  
strengths, challenges*

## HR

*recruiter, hiring manager,  
accounting, operations*

# Job Search Basics

- 01 You Have Valuable Skills
- 02 Hiring Managers Are People, Too
- 03 Ask Questions
- 04 Be Willing to Say “No”



# Job Search Questions

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**The best time to look for a  
new job is when you don't  
actually need one**

#protip



# Top 10 Signs It's Time To Think About a New Job

(In No Particular Order)



**Not learning**

# Top 10 Signs It's Time To Think About a New Job

(In No Particular Order)



**No career progression**

# Top 10 Signs It's Time To Think About a New Job

(In No Particular Order)

What if you don't train them and they stay?



**No investment in growth**

# Top 10 Signs It's Time To Think About a New Job

(In No Particular Order)

This job is a test. It is only a test. Had it been an actual job, you would have received Raises, promotions and other signs of appreciation.



som<sup>ee</sup>cards  
user card

## Title-only promotion

# Top 10 Signs It's Time To Think About a New Job

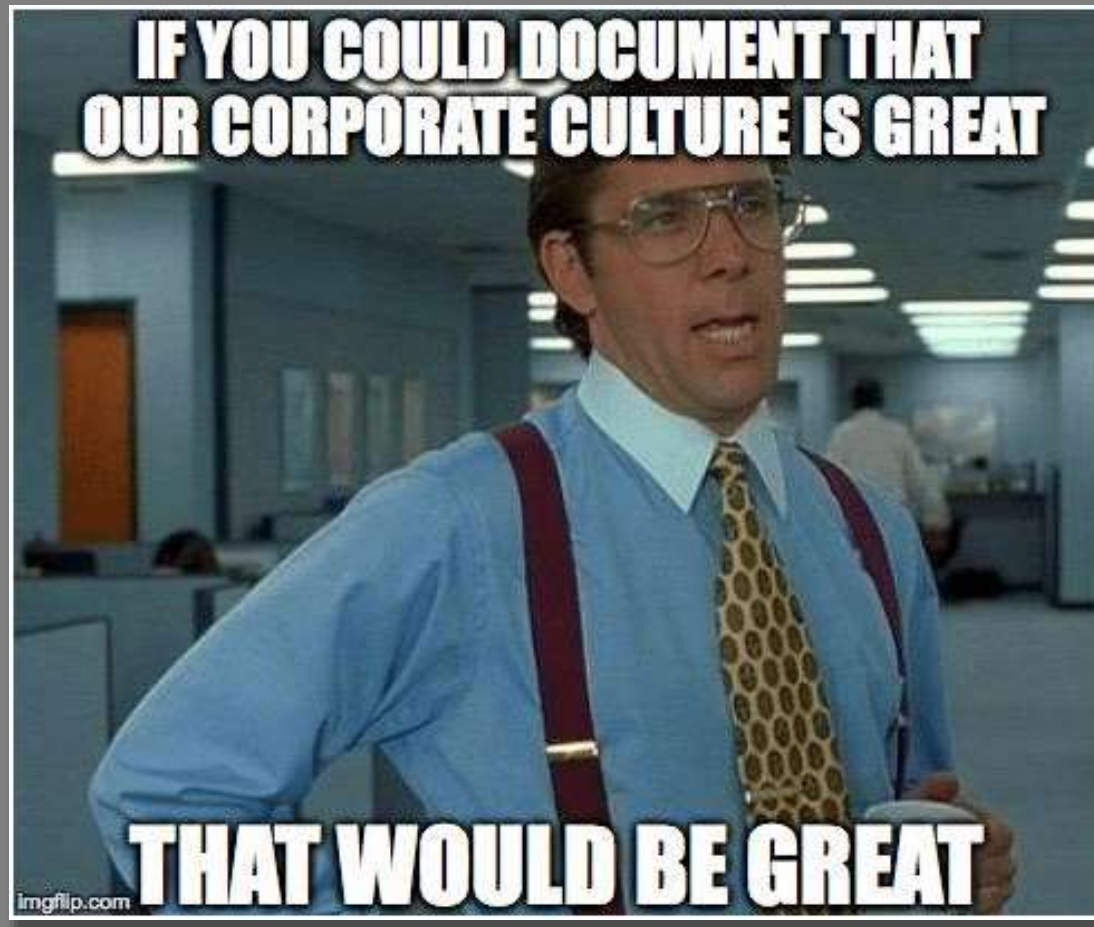
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# Instability

# Top 10 Signs It's Time To Think About a New Job

(In No Particular Order)



Changing company culture

# Top 10 Signs It's Time To Think About a New Job

(In No Particular Order)



**Relocation**

# Top 10 Signs It's Time To Think About a New Job

(In No Particular Order)



Abusive or disrespectful leadership



# Top 10 Signs It's Time To Think About a New Job

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## TEAM BUILDING

SOMETIMES, THE MOST IMPORTANT LESSON YOU CAN LEARN  
IS THAT YOU'RE NOT A VERY GOOD TEAM.

**You dislike your coworkers**

# Top 10 Signs It's Time To Think About a New Job

(In No Particular Order)



You dread going to work

# Identifying Career Goals



What are your strengths?



Why do you work in tech?



What do you like best?



What's your ideal role?



What work would you do for free?



What is your career path?



# Identifying Priorities

Compensation

Equity

Travel

Size



Location

Culture

Growth

Perks



Know the potential limitations of  
your priorities

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# The Salary Question: Why Do We Hate it?

- Discomfort
- Mistrust
- Lack of information
- Privacy concerns



# The Salary Question: Why Should We Answer It?



**Reality check**



**Learn your value**



**Company constraints**



**Move process forward**



# The Salary Question: When Should We Answer It?



**Early in the process**



**After the interviewer asks**

# The Salary Question: How Should We Answer It?



**Name your target**

or



**Ask for a range**

Emphasizing negotiability or other priorities is helpful

# Salary Negotiation: Do Your Research



**Salary calculators**



**Online job listings**



**Public documentation**



**Friends & peers**



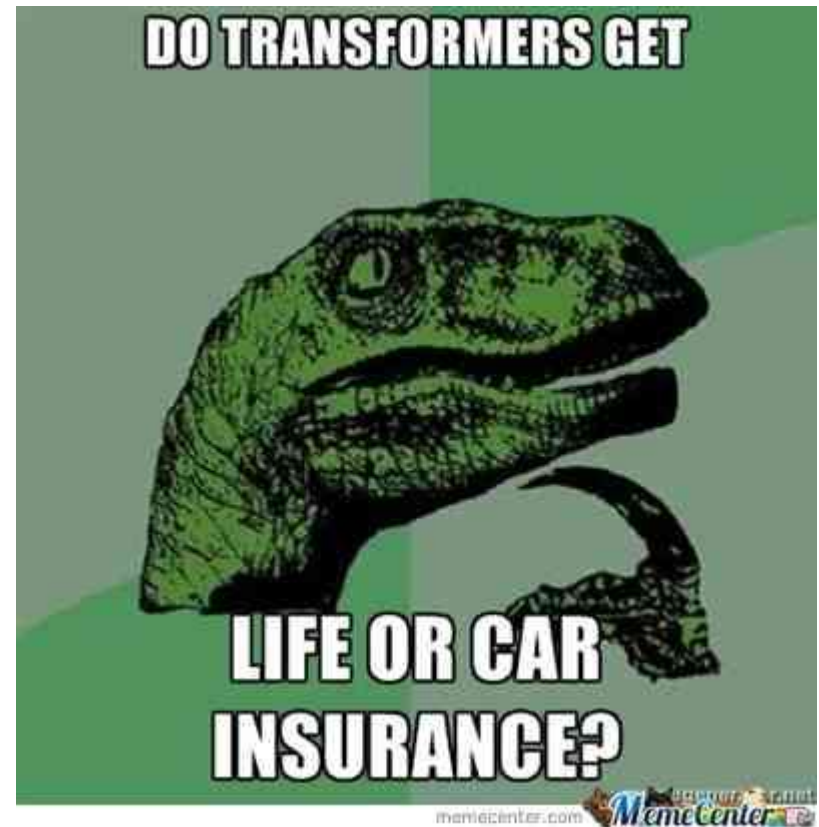
# Salary Negotiation Tips

- Emphasize competence, not ego
- Organized thoughts
- Listen to the other person
- Understand limitations
- Reasonable counteroffer
- Consider alternative compensation
- Limit personal details



# Insurance Types

- Medical
- Dental
- Vision
- Disability
- Life
- Supplemental



# Insurance Evaluation

- Cost
- Family coverage
- Network
- Deductible
- Copay
- Policy type
- Specialized procedures
- Alternative care
- Mental health benefits



**Fact: Nearly 20% of adults  
have a mental illness.**

# Mental Health Disclosure

## Why?

- ADA protection
- Job accommodations
- Empathy
- Stress relief

## Why Not?

- Protect privacy
- No accommodations needed
- Fear of negative reactions



# Mental Health Disclosure: When



**During interviews**

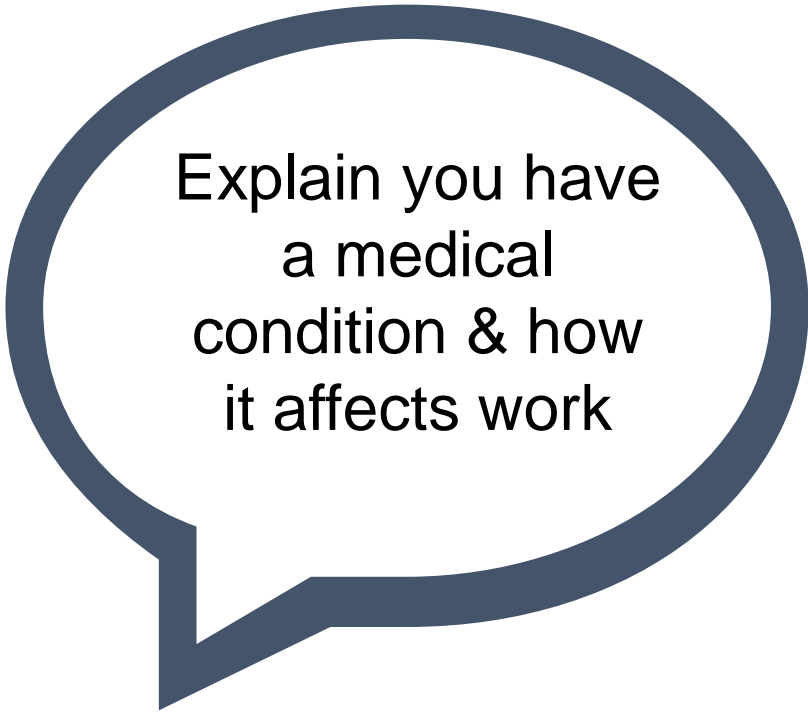


**Soon after starting**



**When issues arise**

# Mental Health Disclosure: How



Explain you have  
a medical  
condition & how  
it affects work



HR Manager:  
benefits & legal

Supervisor:  
accommodations

# Additional Benefits

- PTO
- Maternity/Paternity leave
- Retirement
- Profit Share
- Parking
- Education & conference reimbursement
- Mentoring programs
- Software, hardware, & gadgets
- Dress code
- And the list goes on.....

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# Intellectual Property

## What is it?

Idea, invention, or process deriving from the mind or intellect

## Why does it matter?

You want to understand limitations on things you create



# Intellectual Property

## Who owns It?

- Opensource: Not owned
- Employer IP: Employer owns
- Written for yourself: Your own

## What should you ask?

- Who owns work done for employer?
- Limits on IP outside of work?



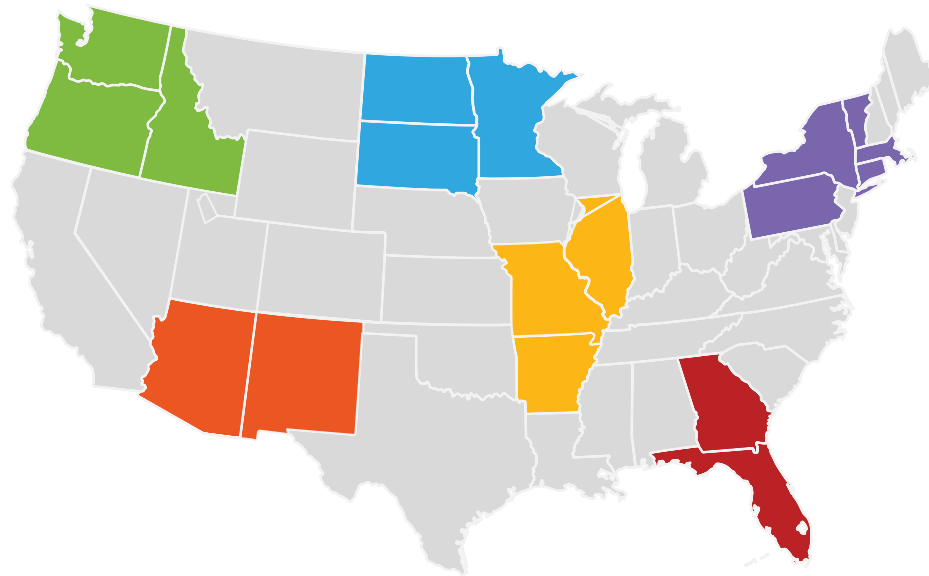
# Non-Compete Agreement

## What is it?

Employee agreement not to work in a similar capacity to current one if it competes with their employer

## What are its limits?

Time from end of employment and/or distance from current employer



Enforcement can be tough & varies by state

# I am not a lawyer



(But you should totally consult one if something makes you uncomfortable)



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# Evaluating Culture



Talent source

Online presence

Retention

Value of learning

Communication

Community support

Work-life balance

Shared interests



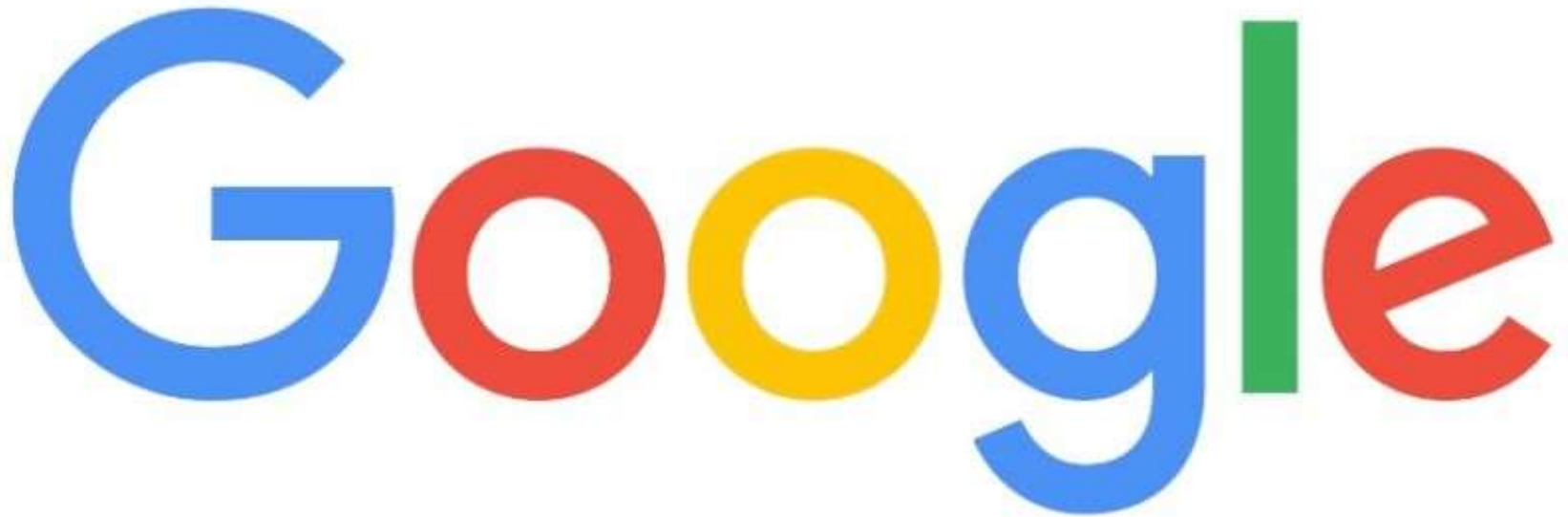
# Interview Your Interviewer



- Time at company
- Reason for joining
- Company highlights
- Company changes
- Company challenges



# Evaluating Culture



Also helpful: awards, social media, and people who work there

# Talk with your network



Reminder: context is key

If this happens...



run away!

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# Making a Decision

Weigh data

Consider family

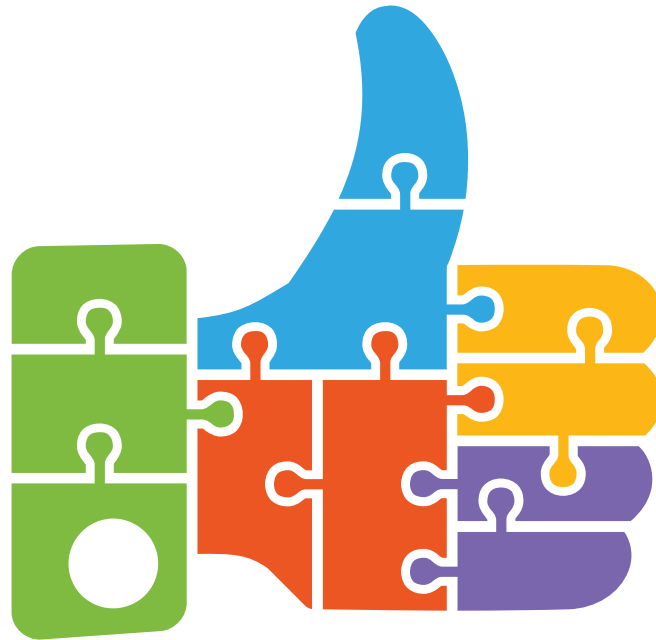


Take your time

Ask questions



**You are awesome.**



**You deserve an awesome job.**

# Thank you!



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