

Use Case 3

Context

You just finished a training program to become a web developer, and you have your first job interview. You make sure to prepare for days, going over everything you saw during your training, envisioning which technical questions could be asked and what to answer.

The interview starts off well enough, you explain a few points on your resume and why you are interested in their company.

The technical questions start flowing in, you answer correctly to the first two questions, but the third question takes you completely by surprise, you have *no idea* what the interviewer is talking about. He tries to explain differently the question, but nope, it's a complete blank.

You feel lost and dumb, you start stammering, you become red. The interviewer smiles sympathetically, says it's alright and that you need a little more preparation before you can enter the company. You keep silent, he thanks you for your time and leaves.

You feel so powerless you wonder why you ever tried to become a developer in the first place.

What's happening? Discuss with the group and write down your answers.

What trigger is the junior developer experiencing? Why?

What's the actual feedback given there? Is it how the developer perceived it?

What questions could have asked the developer to improve the outcome of her next interview?

Reflection Time

Take about 15 minutes to answer the following questions in your work journal:

- Have you ever gotten good advice that you rejected? Why?
- What did your childhood and family teach you about feedback and learning?
- What did your early job experiences teach you?
- What helps you improve your work?