

# Common UI/UX designer interview questions

and their actual meaning

## Screening questions

- What you've been up to?

Where are you heading?

An informal way of asking for a short summary of what you've been working on in the last couple of years and why you're looking for a new role.

- Why are you looking for a new role?

They try to figure out if you were a bad hire for the company or if the company was a bad choice for you. They are on the company's side by default. Do not talk bad about your previous employer as they will assume you would do the same to them.

- What type of company do you want to work for?

What is your ideal position?

They are looking to find out if they have similar settings (which they are unlikely to communicate) and what's the chance that you will leave soon for a better looking company.

- What is your current role/responsibilities?

What kind of project have you been working on (in the recent years)?

They're looking for confirmation that you're doing similar things that you would do at their company, so you know what to do.

- Are you comfortable with hands-on tasks?

- What salary are you looking for?

Companies have an exact budget range, and candidates who fit into it will be sent forward in their interview process. It's not uncommon for them to keep their numbers under wraps as they prefer to hire at the lower end of the budget, and if they state the numbers first,

you might aim for the higher range. Politely ask for the budget unless you have your fixed numbers.

- What is your current salary?

► beyond boundaries: never give away your current salary! It's not just a valuable data they trade, but a trump card to play with. If the agent is pushing it hard and you still would like to proceed with the position, give them the same number as your expected salary.

- Why are you interested in this role?

They want to know if you have read the job specification and/or the company description at all. Have a line or two picked from their brand values to show that you are prepared.

- Are you more of a UI or UX designer?

They try to match your skills with the tasks they have (not necessarily the same as communicated in the job specification). You can use percentages to describe where you lean towards, e.g., 30% UI and 70% UX design.

- Do you have management experience?

► hidden responsibilities: If it's a regular role with a salary accordingly, and they're asking about your experience in management, they likely will try to put extra responsibilities on you without compensation. Management roles by default start at a higher salary.

- Are you considering both contract and permanent positions or only one of them?

- Do you have a portfolio link?

- Can you send us your updated CV?

- There would be a small task for this position, I guess it's ok for you, right?

► poor management: When hiring managers are unsure how to select candidates, they ask for homework and rely solely on the amount of free work delivered (taken as a sign of passion or enthusiasm). \*\*\*These tasks are used to gain free ideas, very often without any hiring intention at all – such job scams are very common!\*\*\*

- Do you have any question for us?

No questions mean no interest. If you like them, ask some logistical questions and/or repeat the most important terms to confirm you listened.

## Professional interview

- What do you know about our company?

Have you checked our website/social page?

Why did you apply to this position?

What did you like about our company / What gets you excited about the company?

Why do you want to work here?

They want to know if you're a serious candidate who is prepared for the interview and familiar with their work. Have a line or two picked from their brand values to show that you are prepared.

- Have you downloaded / registered with our product?

Same as above.

- What do you think about our website / How did you like our website?

► **free consultation:** Sometimes the interview team tries to gain more insight about their product during the interviews by addressing the most pressing design issues they couldn't solve so far. The candidate whose idea is useful will not be shortlisted because that would make the intellectual exploitation transparent. Try to stick to general answers when asked to give feedback on their current solutions.

- What are your key professional strengths? (please provide 2 answers with examples how they affect the outcome)

- What do you know about the role?

Aspect A: They want to be sure the screening interview introduced the position properly and you're there for the right reason. Aspect B: They are interested in hearing whether you think you meet the qualifications for the job.

- How did you get into your previous position?

Their focus is on understanding how you navigate the industry and its channels, whether you create your own opportunities or just drift from job to job.

- Tell us a bit about yourself / your background / ambitions.

They are looking for evidence that you are a committed designer who is fully engaged in the field and will be able to represent the role within the company or even the company itself at relevant external events.

- Have you worked in an Agile environment?
- What is your greatest strength and weakness?

Aspect A: They are interested in your clarity on your values, as this is a sign of a person with extensive work experience. Aspect B: They want to ensure that none of them would conflict with anyone in the current team.

- What would coworkers say about you?

They are checking how collaborative you are, assuming that if you were integrated into the team so well that you know how they talk about you, you would be fitting in their team too.

- Why do you want to leave your current role?

► potential internal conflicts: This question is always asked in the screening call. It is a sign of unreasonable insecurity in their hiring process if asked again during the professional interview.

- What is your salary expectation?

They want to confirm that you are within their budget and have not changed your numbers since the screening call because of market feedback.

- Where do you see yourself in 5 years?

They want to be sure that you're looking for the same carrier path they can offer (very rarely communicated without a push).

- What do you like to do outside of work?

► beyond boundaries: This question is beyond the confines of a professional interview. You will be assessed as a person. It's important to be cautious about what you share about yourself, as all information will be used for job and salary calculations!

- Why should we hire you?

► power game: This is a typical rat-racing question, which implies that you are replaceable and forces you into a toxic self-pitching game. At the same time, it reveals that they choose based on personality rather than competence.

## Behavioural interview

► commonly misused: Critical incident questions, often called as such, require a lot of time to recollect and a great deal of rapport to be shared. None is available during a job interview, so you need to be prepared beforehand. Too complex ones, too many of them, or too much focus on conflict related ones are red flags about the management.

- Tell us about a time when you simplified a complex situation or problem. What made you seek out a simpler approach?
- Tell us about a time when you were unsatisfied with the status quo. What did you do, how and why?
- Tell us about a time in the past when you've owned a process end-to-end.
- Tell us about your feedback style (both giving and receiving feedback). Give us a specific example.
- Tell us about a time when someone disagreed with your ideas/projects? How do you deal with being backed into a corner?
- Tell us about the time when you worked with a difficult person.
- Tell us about the time when you persuade someone.
- Tell us about the time when you created a goal and achieved it.
- Tell us about the time when you have managed conflicted priorities.
- Tell us about the time when you disagreed with someone.
- Tell us about the time when you surpassed people's expectations.
- Tell us about the time when you had to handle pressure.
- Tell us about the time when you had to learn something very quickly.

## Portfolio review

- Walk us through one of your projects.
- In your opinion, how should a good design process start? Why?
- Why did you design it in this way, why is this box e.g., here and not there?

They want to know that you have rationales behind the design decision and not guessing.

Tell them honestly if you can't remember such details anymore, or if it was a stakeholder request or a result of technical constraints.

- What would you change on that design now?
- What is your ideal role in the product development process?

Aspect A: They look for confirmation that you have a high-level overview of the process and are aware of the different stakeholders. Also, that the process you're familiar with is similar to the process they follow. Aspect B: They want to check if the position they have planned for you is similar to where you see yourself in the process (rarely communicated without a push).

- What tools do you prefer to work with and what do you love about them?
- What product design principles or philosophies have most influenced your career and how did they change your thinking?

They attempt to assess the level of your theoretical background and involvement in the trends.

- Introduce your work flow.
- What is your best/favourite project and why?

What accomplishment are you the proudest of?

Describe your most challenging project?

They try to measure the level of complexity you can handle, and the type of product you're comfortable working with.