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Salesforce interview questions and answers for testers

What are some trick questions in the interview and how should applicants handle them? Originally appeared on Quora - a knowledge sharing network that answers compelling questions by people with unique insights. When a company interviews you, the last thing on their minds is to cheat you. They want to know you better and make sure you're right. Conversely, the question cannot be answered. You are there to determine whether the company is right for you. Interviews are not one-sided interrogations, but explorive conversations. Here are some of the most frequently asked questions during the interview, and the questions the interviewer is really looking for. Why did you quit your previous job? What I'm really looking for: When we talk about other people, we want to reveal what it's like to work with you because we're really talking about ourselves. How to deal with it: Say honest things about the future, such as I'm ready for the next opportunity. What not to say: Don't complain or criticize where you worked or who you worked for. What are you looking for in your next opportunity? What I'm really looking for: I want to make sure what you want matches what I'm offering. I hope we are compatible. How to handle it: Study your company and job descriptions and get a clear picture of what you want. You should be looking for the best fit too. What not to say: Anything that reveals the lack of connection between the company I work for and the person I interview. I just really need a job, to be honest, it doesn't help you decide why you're the best candidate for the job. What I'm really looking for: I'm looking for a brief summary of my work history, but I also want to see what you're highlighting. Ideally, what you say most passionately is what I need most. How to handle it: Be as specific, focused and short as possible, give an answer and ask questions again. I've been in the telecommunications industry for 20 years and I want to know what the ideal candidate looks like so I can provide context for what I want to say more. Switch to a conversation. What not to say: Don't use catchphrases. I am a go-getter. Don't start with a detailed laundry list of everything you've been up to. People tune you in due to long answers. What are your biggest weaknesses? What I'm really looking for: Everyone has weaknesses. I want to know if you are compatible with my candidate search. For example, if your job is to lead your team carefully, you don't want to be told that you can make worse decisions than decisions. How to handle it: Do your homework, be honest with the weaknesses you really struggle with. I'm passionate, and sometimes I have a hard time prioritizing. Being honest with your weaknesses means you'll have the right job for you. What not to say: Don't say I'm a perfectionist. Perfectionists are reluctant to try new things, and they don't grow up as fast as those who fear failure. Let's take an example of a mistake and how to fix it. What I'm really looking for: Everyone makes mistakes. I want to know if you are a coach with self-awareness. I want to see if I have the courage and responsibility, or if I hold others accountable. How to handle it: State your mistakes, own up to it, and then explain how you found a solution. The whole answer should be clear and simple. I never make mistakes. And if it wasn't for my boss I would never have made this one, and he consistently used me to cover his nas. What salary are you looking for? What I'm really looking for: I really want to know how much you want to see if I can afford you according to my budget restrictions. How to handle it: Choose a fair range and that will make you happy for the next 365 days. What not to say: Candidates who clearly answer this question are always being taken more seriously than those who refuse to answer it. Where can I see myself in five years? What I'm really looking for: I want to know if I'm a long-term player. Attrition hurts my business. How to handle it (if you don't have a five-year plan): I'm ideally looking for a position to grow within the company. I hope to learn and grow in five years. What not to say: I don't know. It's ok not to know, but it doesn't help to distinguish it from other candidates. Why get this job? What I'm really looking for: a top-level summary of your strengths and how clearly you provide them. How to handle it: rehearsals. Be prepared for this answer. The general message is that the attributes you are looking for are consistent with my natural strengths, and my track record proves this. What not to say: Reflecting that you are thinking about yourself, not the company. If the company decides to hire you, it will request a reference. Just don't give them contact information: follow along. Call references and the company is looking specifically for someone to lead the team. I'm so grateful if I can highlight what we did when leading the xx project, and I really appreciate how we handled that everyone was listening to. This question originally appeared on Quora - a knowledge sharing network where compelling questions are answered by people with unique insights. You can follow Quora on Twitter, Facebook, Google+. More questions: What questions did you hear for me in the interview with an uncomfortable pause when I heard the following question from the interviewer and finally answered no? I know I am. I thought a lot about this and asked myself, 'Did I have any questions?' and I definitely did. But why didn't I give them a voice? Because it was simply not that I was sure You may want to ask questions that remained in my thoughts. The question to ask the interviewer came together a few questions that you could study and analyze this aspect and ask the interviewer. I categorized it into areas for easy reading. Q #1) What will happen to my role? For example, would it be a test lead? If so, what are your expectations? Will you be more management oriented or will you be more hands-on in test activities? Do you also want to participate in evaluating team members? Q #2) Is this a new position or is it filling in for an existing position that is currently empty? Q#3) Projects, methodologies, work models, and what technologies do you use? Testers can ask what kind of test strategy follows within the project. Do you have an automation tool or automation plan that doesn't exist today? Q#4) What are the current steps with this project? Typically, new entry-level testers are added to the team during the test run. However, this does not always become a rule. This helps you understand what your immediate work will be like. Q #5) Who will report it? Q #6) Organizational structure? It's clear all these questions and why we're asking them. So, you don't have to elaborate anymore. Also, read => Manual and automated test interview question Q #1) What is the dress code? – This may sound silly, but on my first day at the famous US-based clothing client place, I'm the only one wearing a business suit while the rest of them are in shorts and flip-flops. And yes, I suffered all day from being a weird 'woman'. This could easily have been avoided. Q #2) What kind of work environment can I expect? Some places are more formal than others. Some are more serious than others. Some companies play music all day, others are also considered rude to listen to music on earphones and their MP3 players. So, make sure you know what kind of place to work and it's right for you. I once worked for a banking company that wouldn't let them on a device with memory, Bluetooth or data services. Throughout the year I have felt like a juvenile payee who has been denied a connection to the world. It's a good thing for me, it was a consulting engagement. If I had been a long-time employee, I would have quit and moved on. Sometimes chemistry is small, even at the cultural level! East Sea need to be a problem. It helps to find out about it in advance. Category 3: Interview Q #1 Next) What's next for this interview process? – This question will let you know if there will be another round of interviews or if it's time to decide. This avoids surprises. Q #2) When will you start? This is very important if you are interviewing for a position that requires a transfer or providing notice. Employer, it always helps to be informed. Q #3) Do I need (such as my reference or other documents) before moving on to the next step? This will give you an idea whether the interview is successful or not. In addition to #1) you can ask about what career growth will be like for the company. Q #2) How long have you been in this business? (Also, if you can study this kind of information in advance, it will be more helpful, but if not, it's ok to ask the interviewer.) These all provide some general ideas though. The bottom line is to ask these questions at the relevant time and remember to instruct the appropriate interviewer. For example, questions that fall under Category 1 are best for project managers or technical interviewers. On the other hand, it's best to have questions about benefits or leave policies or other organizational policies. I wish this article had give me a few pointers on what I want to find out about my future employer. My personal experience tells me that career advancement is better when there is a long-term commitment between the company and its employees. Job hopping may be a good way to collect skills from anywhere and diversify our experiences, but it has the potential to climb the career ladder and take on more responsible positions when we're in the long haul. Therefore, it is important to make an interview, so it is also important to make educated choices by accepting or not accepting the job. Choose wisely and have fun in your dream job! :) About the author: This post is from STH team member Swati S. As always, we would love to hear your feedback on all your experiences. What are you looking for when deciding or opposing a company? What questions did you ask the interviewer? Leave your comments and questions below. Below.

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