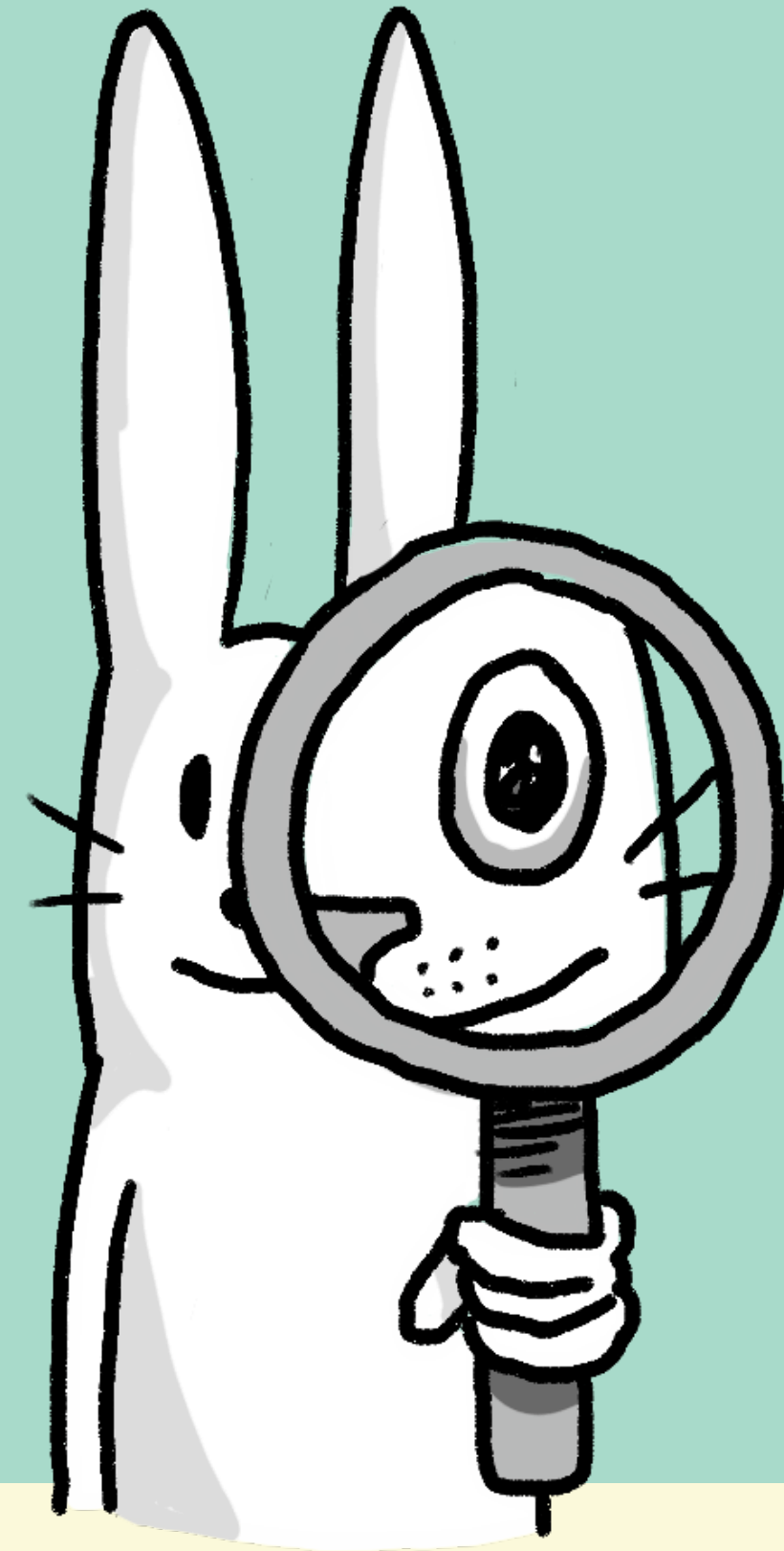


# GOOD JOB



TOP TIPS FOR HIRING AND  
GETTING HIRED IN DESIGN

**Margo Stern**



# A LITTLE ABOUT ME

Fluent in  
both IC and  
manager

Team  
builder:  
hiring,  
culture,  
connection

Experience  
with all the  
big places,  
for better or  
for worse



The best interviews are two-way conversations that genuinely connect the strengths of a candidate with the needs of an organization.



This doesn't happen by accident or luck,  
but by design.

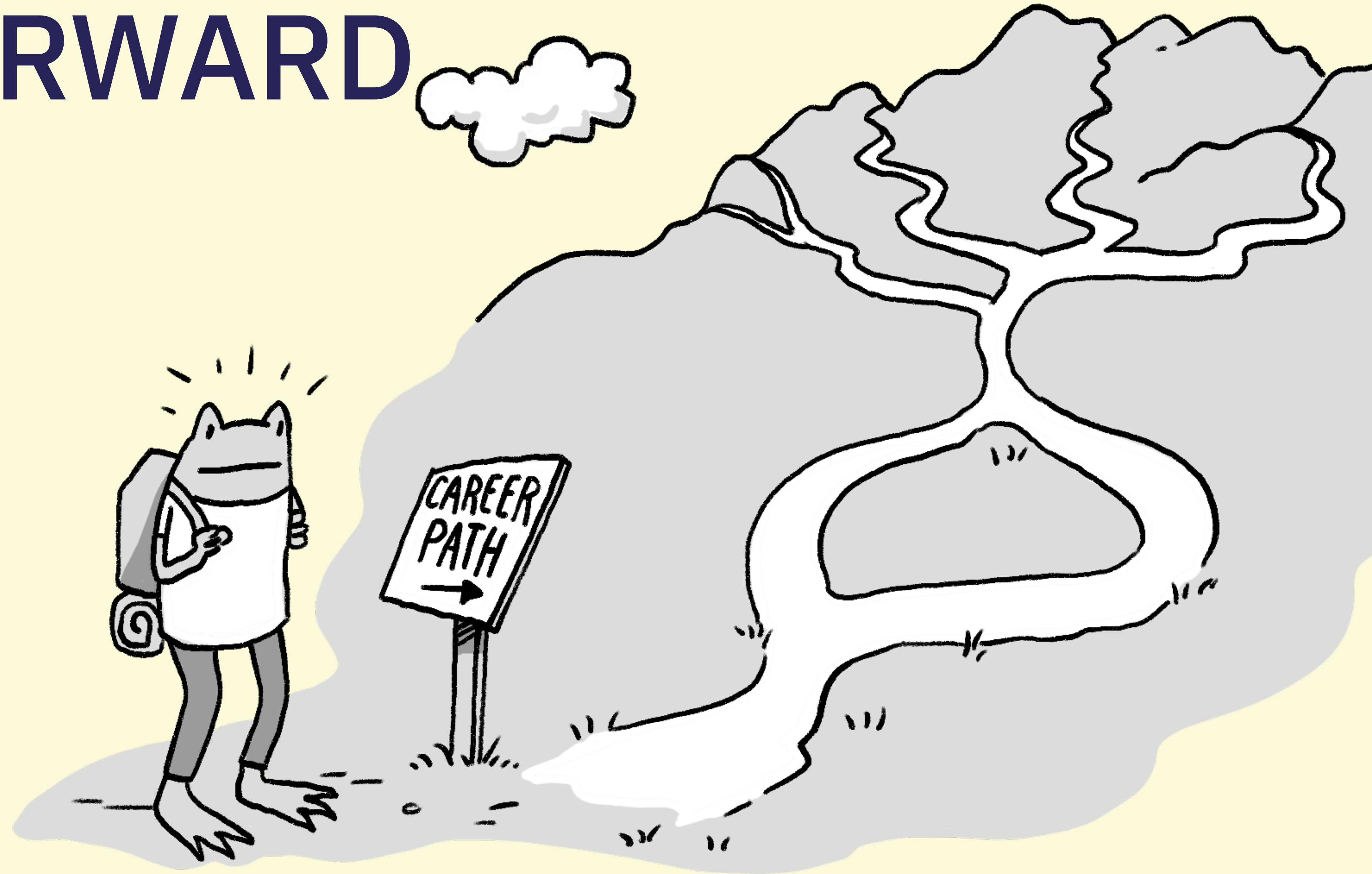
And it takes foundational empathy to  
get there.

So we'll walk through six tips about hiring and getting hired in design, and consider how they're true for both the hiring manager and the candidate.

# 1

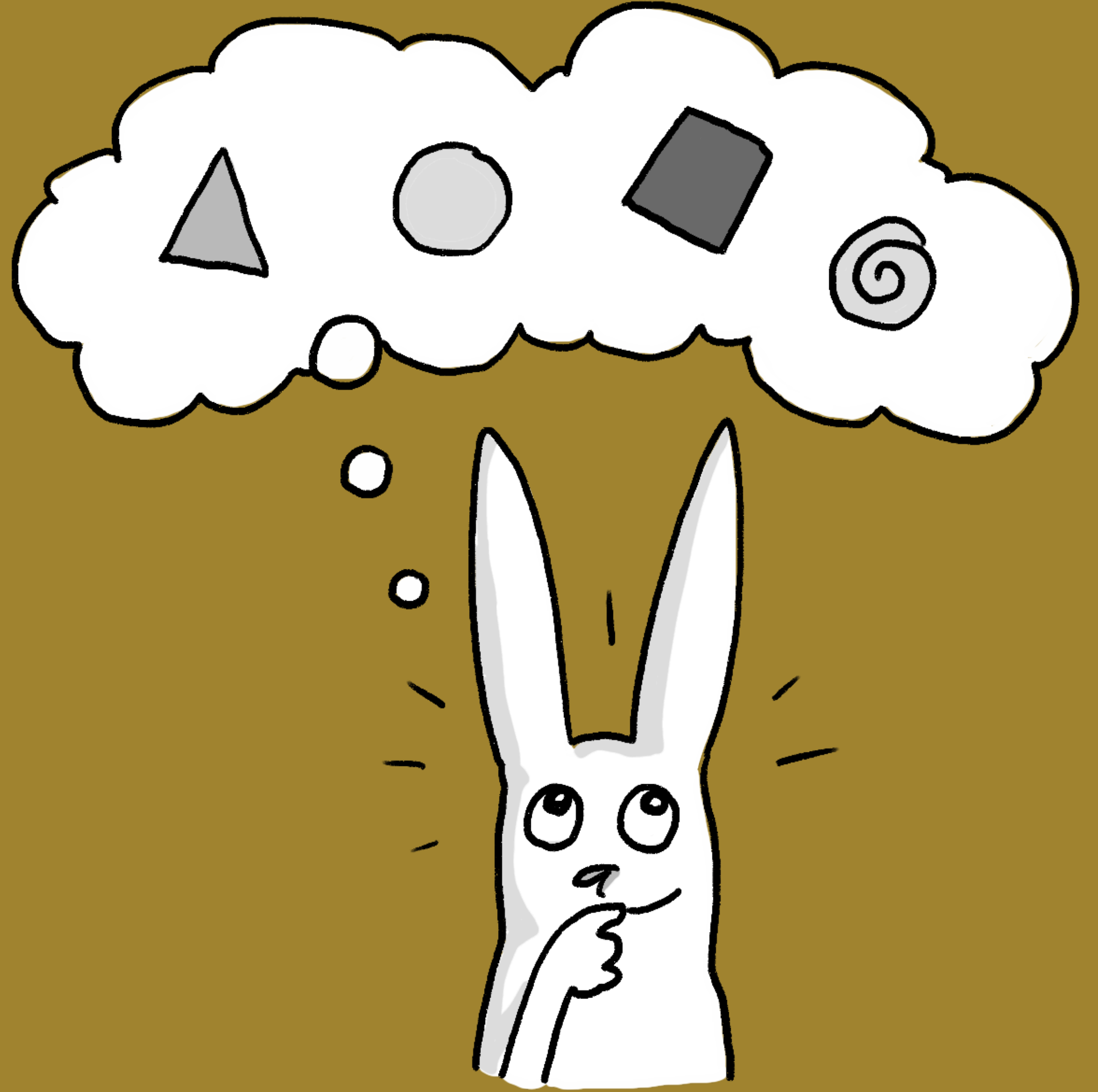
**YOUR FIRST STOP IN A  
SEARCH IS LOOKING  
INWARD, NOT OUTWARD**

# LOOK BACK TO LOOK FORWARD





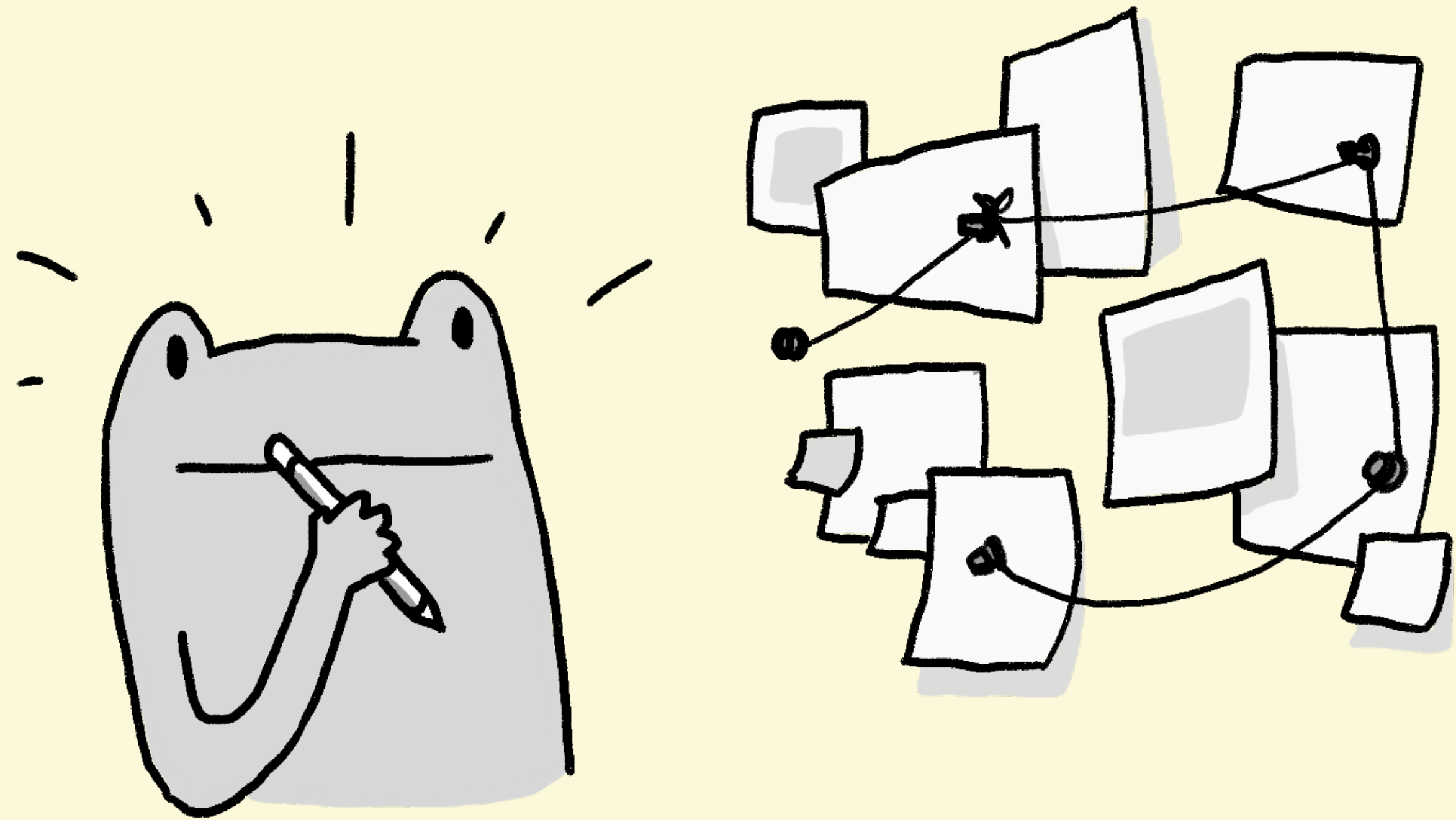
# DESIGN THE DESIGN JOB



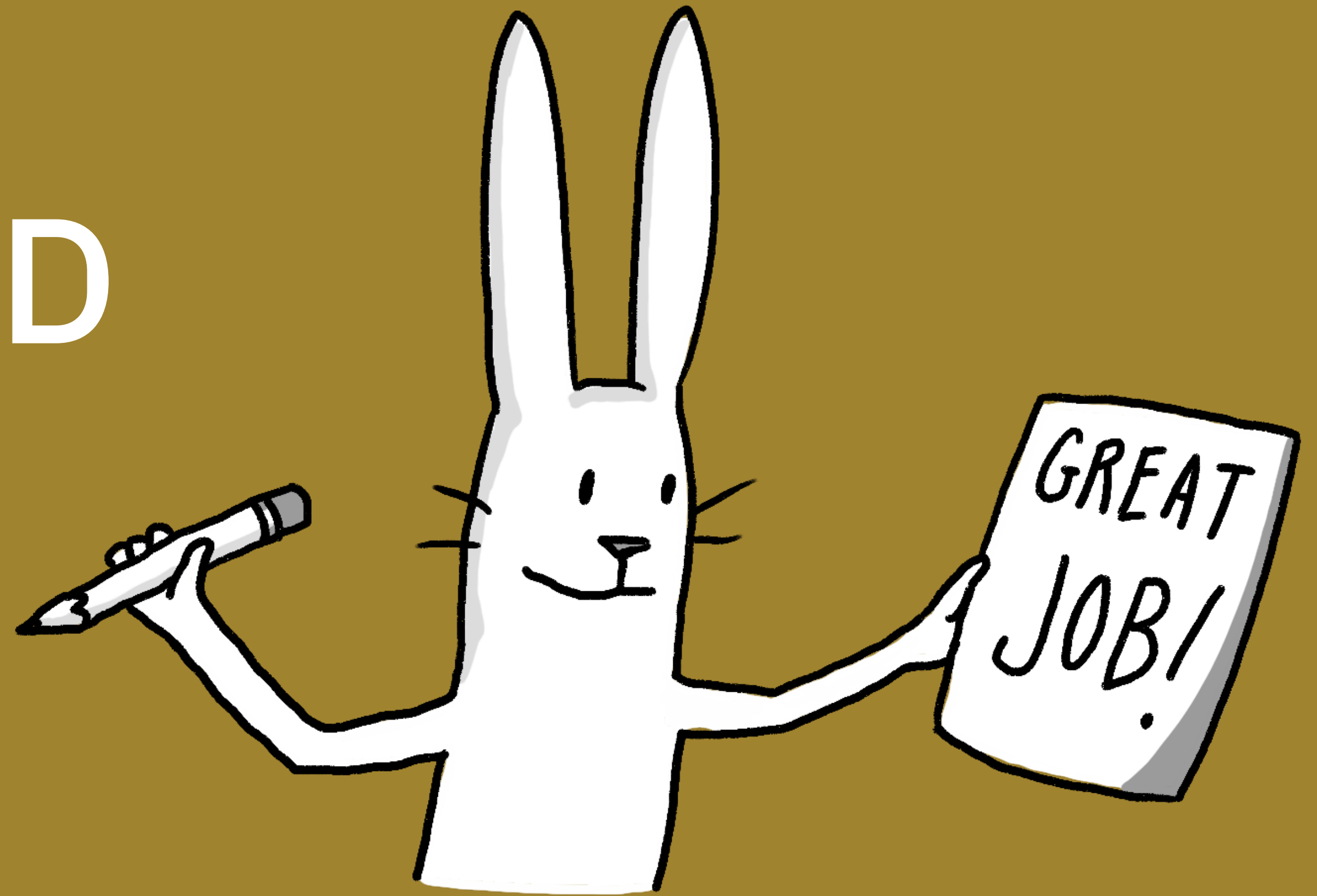
# 2

**MATCH SKILLS,  
NOT EXPERIENCE.**

# EXAMINE YOUR STRENGTHS, THEN SEARCH ACCORDINGLY



A JOB DESCRIPTION  
SHOULD LOOK  
FORWARD,  
NOT BACKWARD

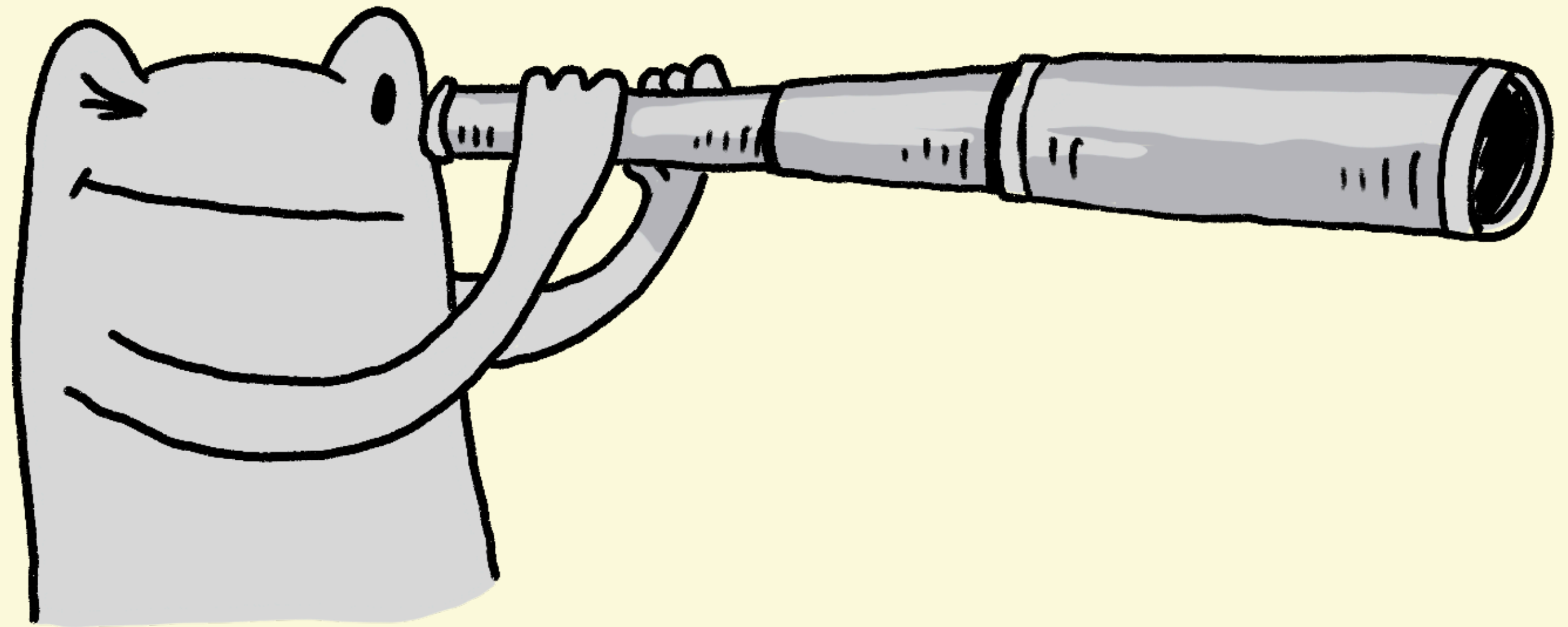


3

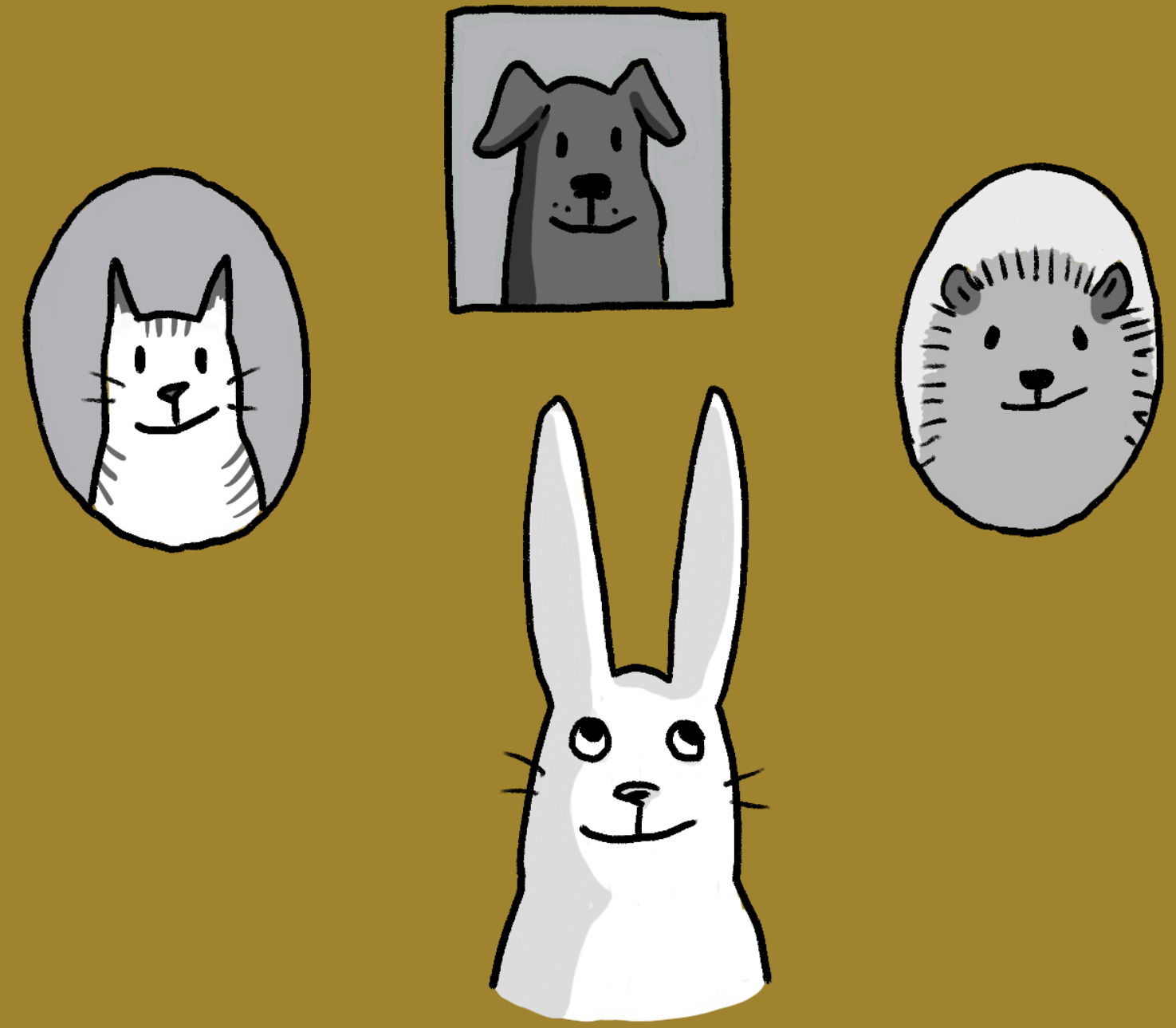
NEVER SEARCH ALONE.



FIND A FRIEND,  
A COUNCIL,  
A SEARCH BUDDY



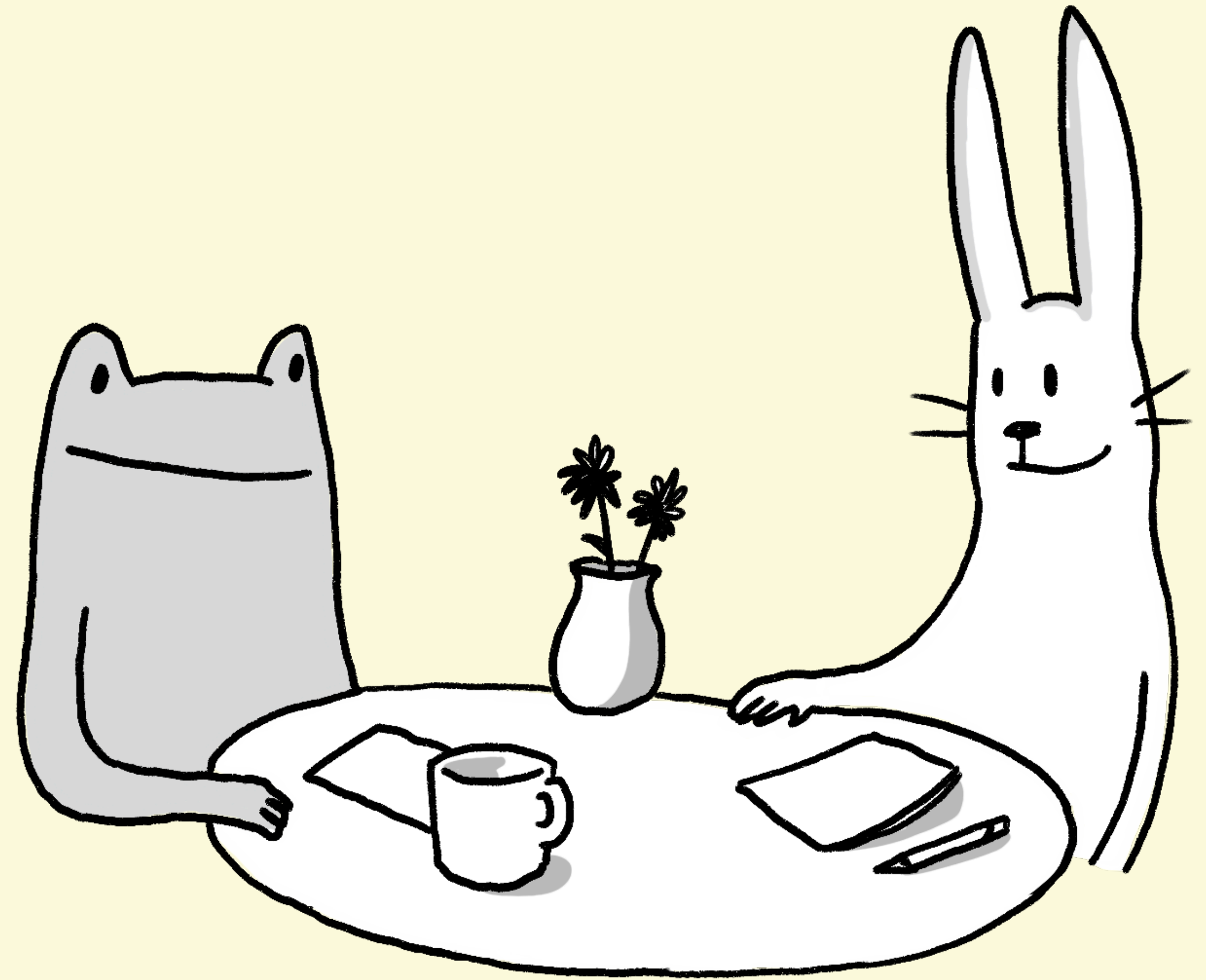
# HIRE WITH THE TEAM, FOR THE TEAM



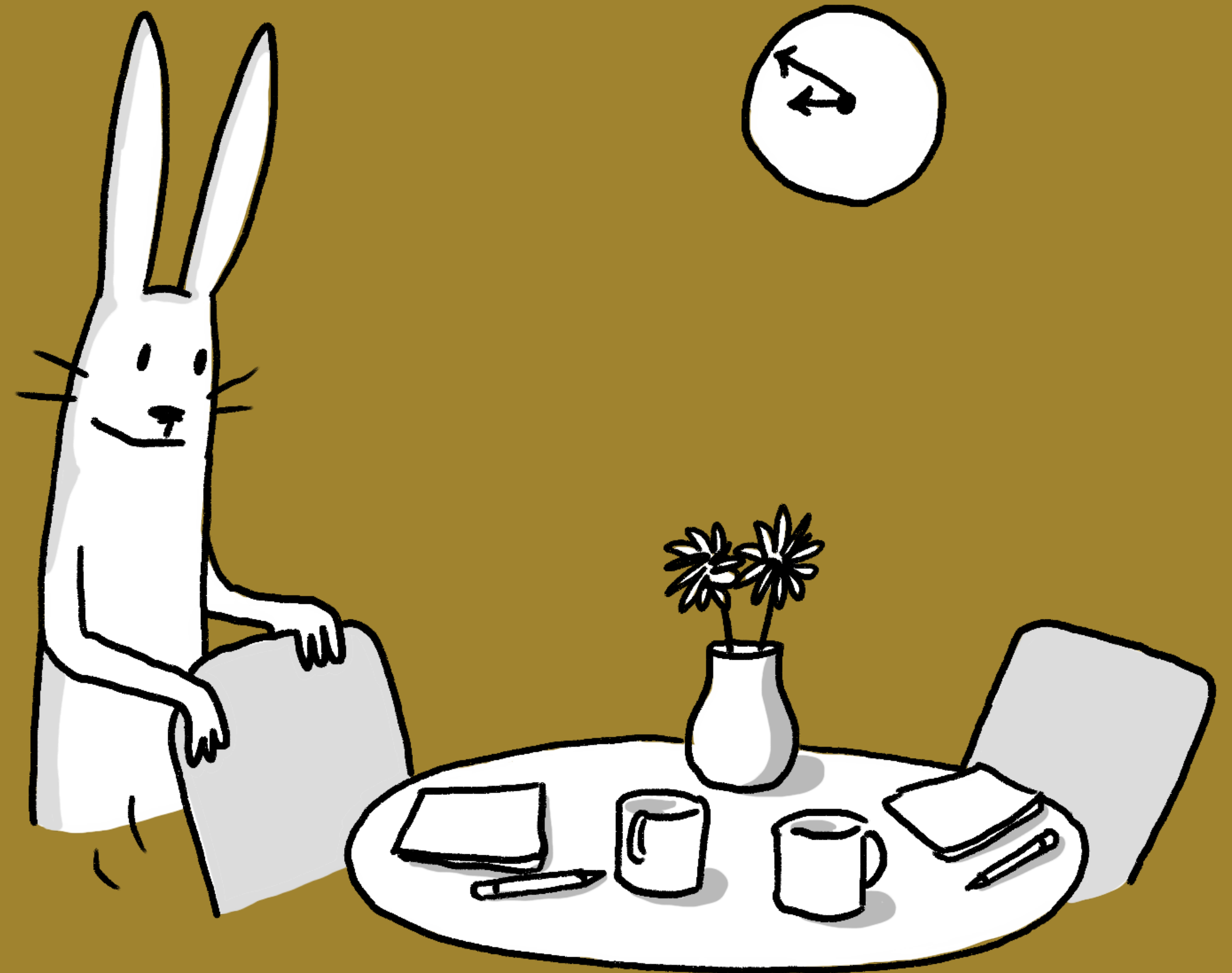
# 4

**INTERVIEWS ARE  
CONVERSATIONS, NOT  
INTERROGATIONS.**

# PREPARE GREAT STORIES (AND KNOW WHEN TO STOP TALKING)



# DESIGN THE INTERVIEW WITH EQUAL GIVE AND TAKE





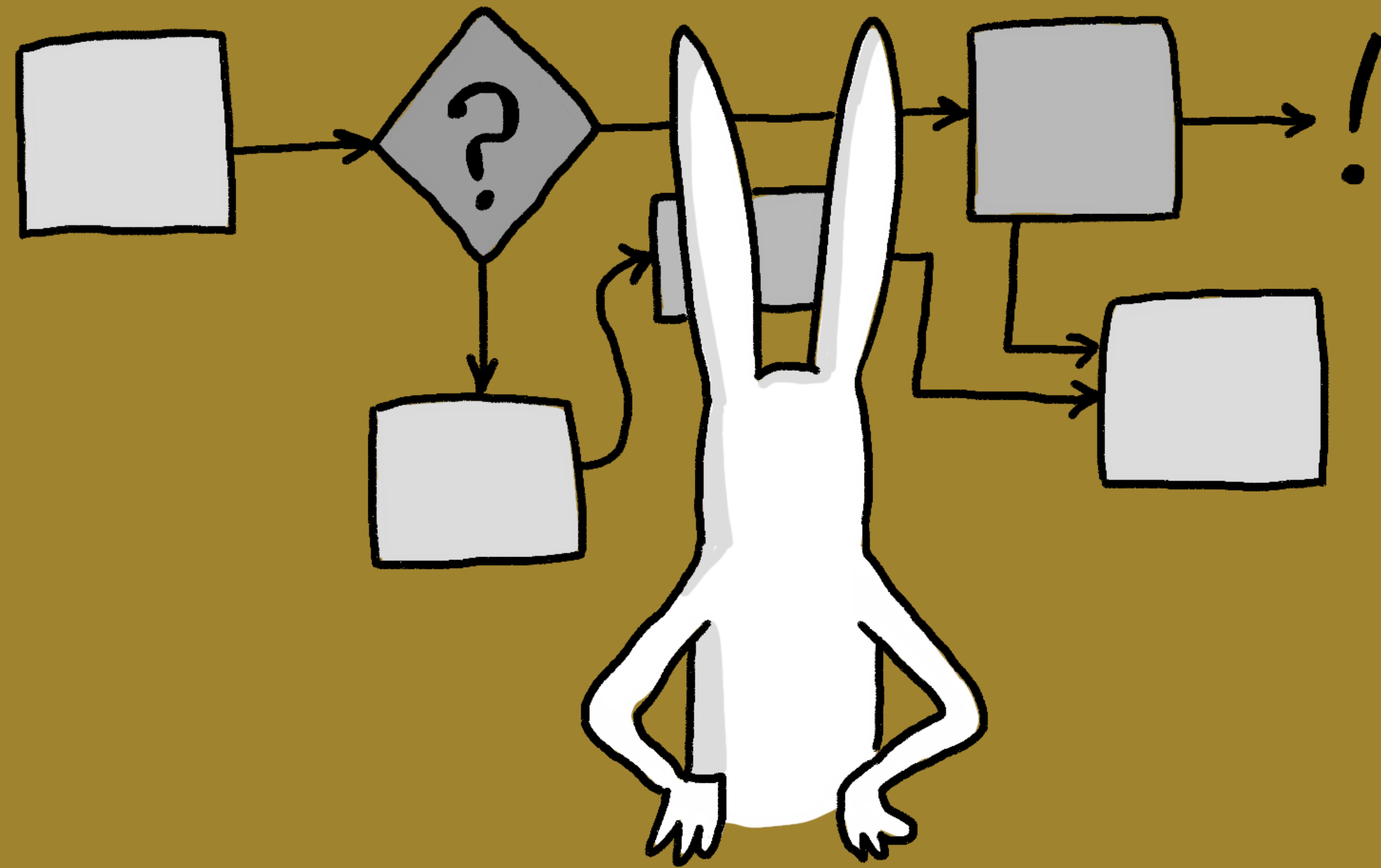
# 5

**CHECK YOUR BIAS  
(GOOD AND BAD).**

# CURIOSITY WINS THE DAY. BE OPEN



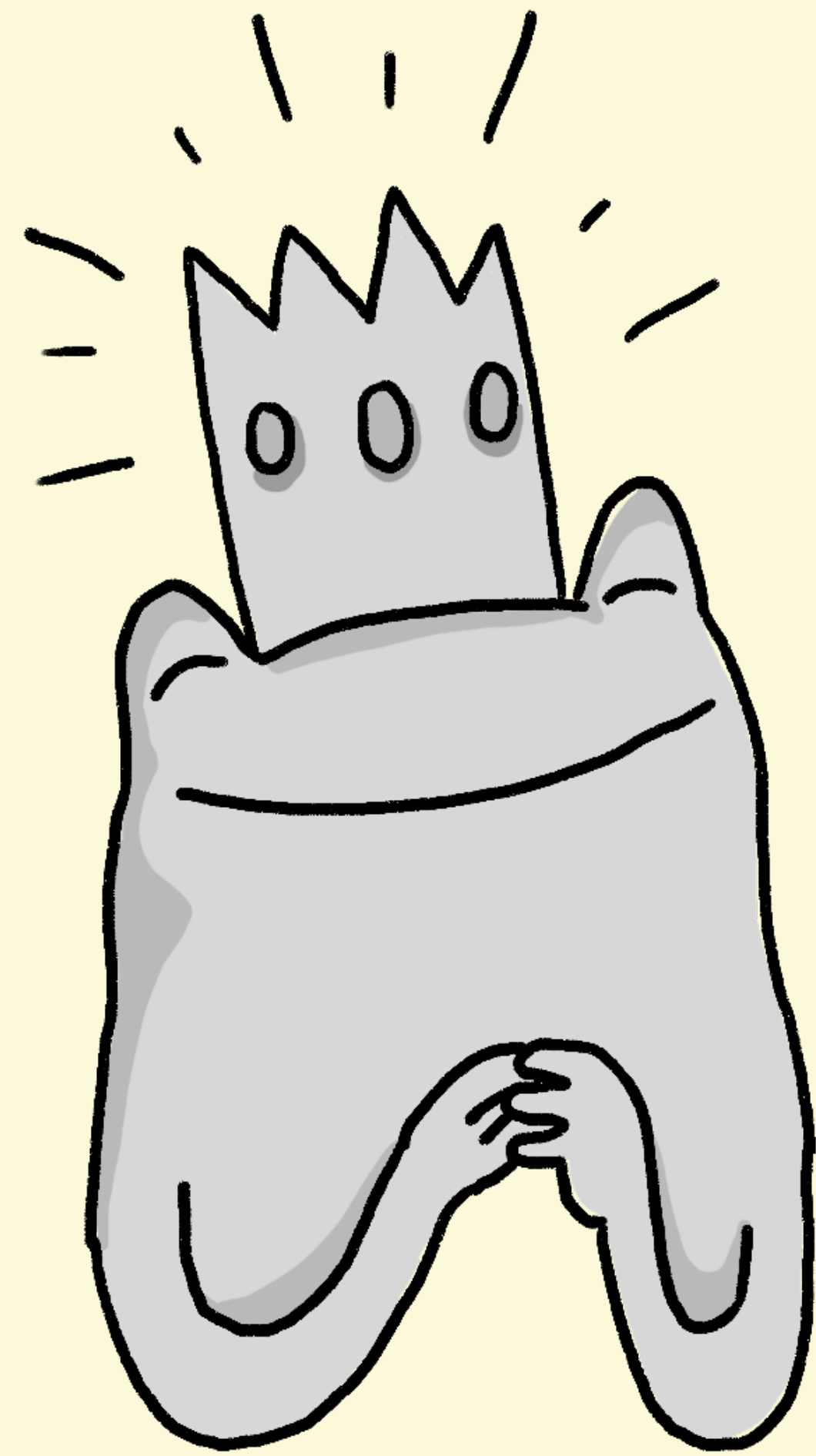
# INTERROGATE YOUR GUT



# 6

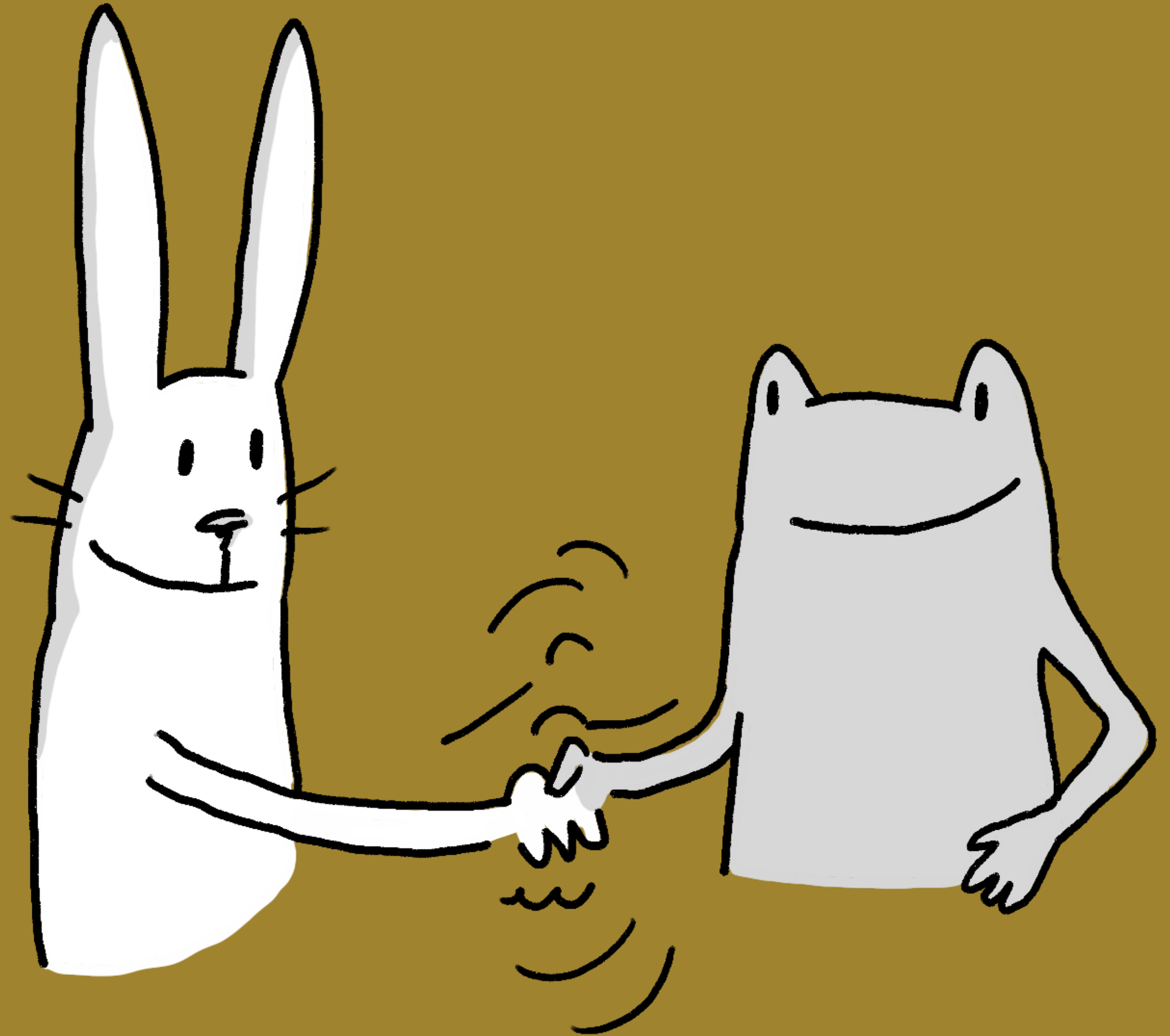
USE YOUR HEART  
AND YOUR HEAD

**SAYING NO  
THOUGHTFULLY  
IS AS IMPORTANT  
AS SAYING YES**





# CELEBRATE THE WIN



# Thanks



[sternlyworded.com/goodjob](https://sternlyworded.com/goodjob)