



INTERVIEW QUESTIONS FOR GAME ARTISTS

Game development companies, large and small, have a variety of approaches to hiring. Generally speaking, larger companies have a formal interview process involving a selection committee who conducts phone interviews, video web chats online, and one or more site visits. Smaller companies may have a more streamlined approach, often with a quick phone interview followed by an interview on-site. Most of the questions you'll be asked will be about technological proficiency. Others will inquire about your personality and teamwork skills.

Preparation:

Research your employer thoroughly, refine your resume, select appropriate attire, create a list of questions to ask the employer, and get a good night's sleep. Also be sure to familiarize yourself with the interview's location.

Practice:

Set up a mock interview with Career Collaborative, a friend, family member, or colleague. Rehearsing your responses is a great way to boost your confidence and craft how you communicate your experiences. Remember to research the company and tailor your responses to show how your talents and personality match the position. Practice avoiding words such as "uh," "um," "you know," and "like," and bad body language habits of twirling hair, tapping a foot, or drumming fingers.

Presentation:

When answering questions, remember the "3 P's":

- **Ponder:** take a moment to reflect on why the employer has asked a question. This will help you frame your response and speak to the skill set, value, or ability being measured.
- **Prove:** if you say that you have developed excellent organizational skills, give specific examples of situations where you demonstrated a high level of organization.
- **Project:** always be genuine and confident in responding to questions, asking questions, and meeting new people during the interview.

Post-Interview:

Collect your interviewers' business cards so you can follow up with a thank-you card or email. After you leave the premises, take notes on everything you can remember and use the experience to further develop your interview techniques. Check back two weeks afterward unless you hear back sooner or are given different instructions.



Common Interview Questions to Expect

- Tell us a little about yourself.
- Why are you interested in this position?
- What do you know about this organization?
- What do you consider your greatest strengths and weaknesses?
- How do you anticipate using the skills/knowledge you've acquired in your internship(s) and classes?
- Talk about a time when you were not able to build a successful relationship with a difficult person.
- Describe how your position in a group project contributed to your team's goals.
- Are you a "big-picture" person or a "detail-oriented" person? Give an example.
- Describe a time when you had to take a risk at work. What was the outcome?
- What would former coworkers/professors/supervisors say about you if we called them?
- Describe the work environment that you thrive in.
- How did you get along with your last supervisor?

Interview Questions Specific to Game Art

- What would you say are your specialties/greatest talents?
- Why do you want to work for this company? What do you know about our games?
- What do you *not* like about our games?
- What appeals to you about this particular position?
- What is your favorite game? How would you change it?
- Walk me through a development cycle.
- What do you think it takes to be successful as a game developer? Which of these traits do you possess?
- How has your education and experience prepared you for a position as a game developer?
- In your portfolio, what pieces you are most proud of? Why?
- Describe an interesting problem you've experienced and how you solved it.
- Talk about a situation when you failed.
- How do you take and give criticism? Provide examples.
- Besides your knowledge of games and technical/artistic expertise, what other attributes do you contribute to a team?
- How do you keep current with the industry?
- What are some upcoming games you're excited about?
- How do you handle crunch time?



Asking Questions

So many people are concerned with making a good impression during a job interview that they forget it's a two-way street. You're there not only to market yourself, but to find out if the job and company are right for you. At the end of your interview, the interviewer will expect you to ask questions. Here are some options:

- What's an average day like?
- How would you describe the culture here?
- What qualities are you looking for in the person who fills this position?
- What is the next step in the hiring process? Or, when might you make a hiring decision?
- What tools/applications/languages do you use?
- What are the biggest opportunities and challenges facing the company or department right now?
- What typical projects or tasks do employees/student interns work on?
- What makes an employee/student intern successful? What traits are best suited for your company?
- How do the various members of the team work together? Who is the team leader?
- How would successful performance in this position be measured?
- Is there much turn-over in your company?
- What's your preferred management style?
- Are there opportunities for professional development?