

# HIGHSPOT'S INTERVIEW PROCESS



## Submit Your Application

Find a position online that aligns with your background and interests and submit that application! If you see more than one that sparks your interest, feel free to apply to multiple roles.



## Phone Interview With the Recruiter

If you are qualified, the Recruiter will kick things off with a call to get to know you better, understand your current situation, your motivations and your goals.



## Phone Interview With the Manager

The next step would be to meet with the Manager of the role. They will be able to provide more in-depth details about the team, the role and the company for you. They'll also ask questions to get to know you as well, such as, "Tell me about your past experiences", or "Why are you interested in Highspot?"



## Exercise

Often we'll ask you to complete a practical exercise to give us an idea of how you work, communicate and solve problems. This could be a coding challenge, a quick whiteboard session, or a presentation you'll give in your next interview. It's also your chance to see how we work, get to know our product and understand the solutions we aim to solve.



## Interview With the Team

The final step is an interview with a few members of the team. They'll each come with different focus areas so they can learn as much about you in your short time together. Check out our guiding principles for some guidance on what those might be. This is a chance for you to also interview us! Come with questions that cover things that are important to you such as work life balance, team culture and company growth.



## Offer

After the interview with the team, your Recruiter will be in touch regarding the final hiring decision.