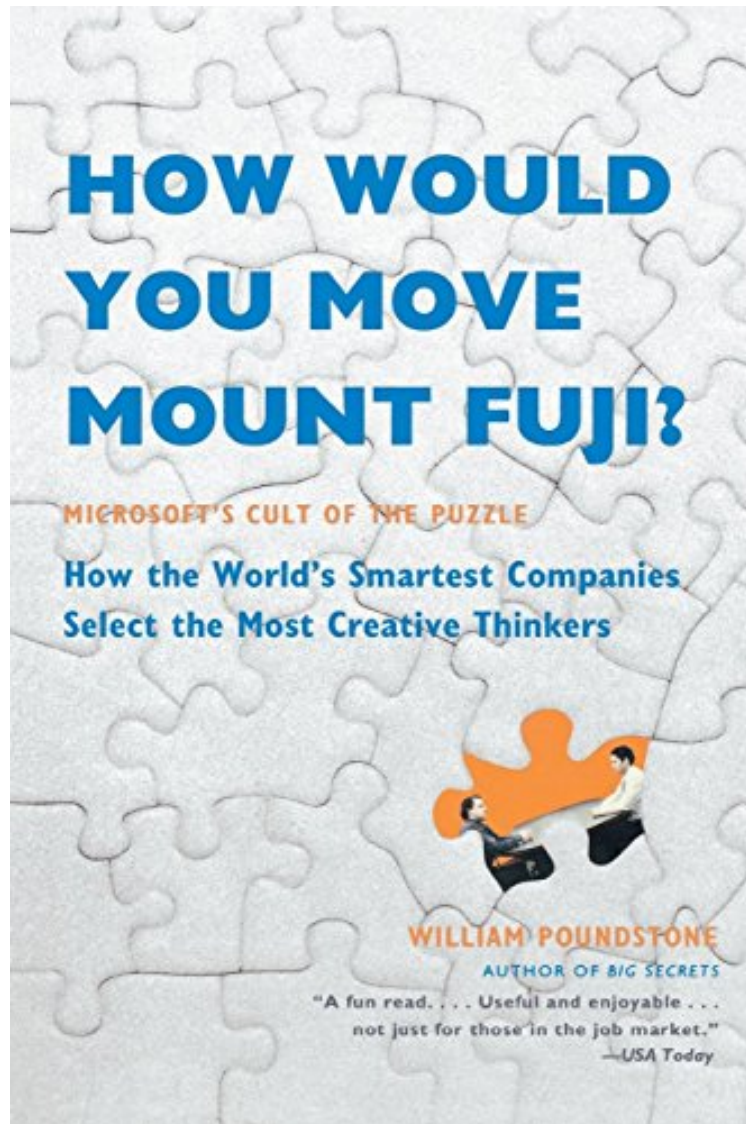


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How Would You Move Mount Fuji?: Microsoft's Cult of the Puzzle -- How the World's Smartest Companies Select the Most Creative Thinkers

William Poundstone

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William Poundstone : How Would You Move Mount Fuji?: Microsoft's Cult of the Puzzle -- How the World's Smartest Companies Select the Most Creative Thinkers before purchasing it in order to gage whether or not it would be worth my time, and all praised How Would You Move Mount Fuji?: Microsoft's Cult of the Puzzle -- How

the World's Smartest Companies Select the Most Creative Thinkers:

3 of 3 people found the following review helpful. My best prep book for that interview with Google!By Farnoosh BrockI read this book when I was interviewing with Google in 2007. I must say that while none of the questions appears in my Google interview (oh darn ;) JUST kidding), that it helped me prepare for that mindset of conversation.If you are reading the book for an interview in a time crunch, read Chapter 8 first. Poundstone discusses the generic puzzle solving technique and the mental preparation process you should follow after you hear or read the question. It worked well as I applied it to several puzzles in the book. Of course, lest you forget, as Poundstone put it, `For the purposes of a job interview, the reasoning is the "answer"'.The author extends a helping hand to provide solid advice to companies who consider these techniques for interviews. He reminds them what to conclude and what not to conclude based on the candidate's response, the best ways to utilize this technique in an interview and ways to win the race of seeking and securing the best talent. He particularly reminds them that while the answer to the puzzle may not be as expected, it is in their best interest to place great value in the reasoning and logical approach taken by the candidate. By the same token, if the candidate has heard of the puzzle and knows only the answer, there are ways to test further their real understanding and further measure their puzzle solving skills, as well as eliminating those who have memorized a few answers to popular puzzles.There are some cases where there is no singular solution. For instance, in the types of questions where you are asked to design xyz, you can exercise more freedom and especially creativity, as long as you are aware of boundaries for acceptable responses. Therefore, if you are testing your reasoning abilities, do not read the answers until you have exhausted all your options.Remember, whatever you take away or learn, always stay aligned to a perfectly logical being when you want to solve a puzzle.1 of 1 people found the following review helpful. Great price, great seller, great book!By KaliGood condition, exactly what I expected. Great price, great seller, great book!1 of 1 people found the following review helpful. Interesting history; puzzle explanations not very goodBy Tom EwallThe book was different than I expected. I was expecting more puzzles, but I wasn't disappointed, as I found the history very interesting and well written. The author talked about how I.Q. tests came into being in general, how the "normal" I.Q. tests became ubiquitous, and then fell and favor, leaving room for the current puzzles. Also discussed is if they "work", meaning predictive of success.The puzzles themselves were somewhat disappointing, some being somewhat odd (although one cannot fault the author for this, given he didn't choose the questions to ask), with most of the explanations being disappointing. The explanations were WAY too wordy, taking up maybe five times the space necessary. However, this is a relatively minor point, taking the book as a whole.I would definitely recommend it, especially as an ebook, which it's inexpensive and I felt well worth the investment.

For years, Microsoft and other high-tech companies have been posing riddles and logic puzzles like these in their notoriously grueling job interviews. Now "puzzle interviews" have become a hot new trend in hiring. From Wall Street to Silicon Valley, employers are using tough and tricky questions to gauge job candidates' intelligence, imagination, and problem-solving ability -- qualities needed to survive in today's hypercompetitive global marketplace. For the first time, William Poundstone reveals the toughest questions used at Microsoft and other Fortune 500 companies -- and supplies the answers. He traces the rise and controversial fall of employer-mandated IQ tests, the peculiar obsessions of Bill Gates (who plays jigsaw puzzles as a competitive sport), the sadistic mind games of Wall Street (which reportedly led one job seeker to smash a forty-third-story window), and the bizarre excesses of today's hiring managers (who may start off your interview with a box of Legos or a game of virtual Russian roulette). How Would You Move Mount Fuji? is an indispensable book for anyone in business. Managers seeking the most talented employees will learn to incorporate puzzle interviews in their search for the top candidates. Job seekers will discover how to tackle even the most brain-busting questions, and gain the advantage that could win the job of a lifetime. And anyone who has ever dreamed of going up against the best minds in business may discover that these puzzles are simply a lot of fun. Why are beer cans tapered on the end, anyway?

From Publishers WeeklyAnyone who's interviewed for a job at Microsoft is intimately familiar with questions like the one in this book's title. They've probably also pondered such problems as why are manhole covers round? how do they make MMs? what does all the ice in a hockey rink weigh? how many piano tuners are there in the world? Questions like these, which test problem-solving abilities, not specific competencies, are de rigueur at job interviews at Microsoft, other tech firms and on Wall Street. In this hybrid book--it's at once a study of corporate hiring, an assessment of IQ testing's value, a history of interviewing and a puzzle book--science writer Poundstone (Carl Sagan: A Life in the Cosmos) explains the thinking behind this kind of interviewing. In straightforward prose, Poundstone describes the roots of logic questions in interviews (the approach appears to have had its modern beginnings at Shockley Semiconductor Laboratory in 1957), drawing on the history of IQ testing in hiring interviews, psychological studies and interviews with Microsoft ex-interviewers and interviewees, makes a strong case for eliminating standard questions like "What are your strengths and weaknesses?" and replacing them with logic puzzles. Almost half of the

book is devoted to an "answer" section, where Poundstone gives possible solutions to the brainteasers. Although it lacks a specific focus, this is a fun, revealing take on an unusual subject. Copyright 2003 Reed Business Information, Inc. "It's all about thinking outside the box--just make certain you know what kind of box." About the Author William Poundstone is the bestselling author of eight books, including Prisoner's Dilemma and Big Secrets. He has written for The Economist, Esquire, The New York Times Book and other publications. His science writing has been nominated twice for the Pulitzer Prize.