



The GoodTime Interview Process





Submit Your Application

Our recruiting team will review your application and share next steps. No resume bots here, FYI!

Read on for candidate tips →

While you wait to hear from us...



[Check out our blog ↗](#)



[Learn about our five Core Values ↗](#)



[Try GoodTime Meet—it's free ↗](#)



[See what we're up to on LinkedIn ↗](#)



Tips for Candidates

We ask that you bring your whole self and be transparent about your expectations, wants, and needs—we will do the same. This isn't the time to hold back!

Need to reschedule? Use the GoodTime link in the invite. Our product handles this seamlessly. We know things come up.

We're casual, but professional. Some of us wear fancy tops, others prefer to wear sweatshirts. That said—wear what makes you feel best!

Interviewing is optimal with minimal distractions. Many of us have dogs, deliveries, etc. Interruptions occur, don't sweat 'em!



Recruiter Chat

A member of our recruiting team will set up a virtual meeting with you to get to know you better. You'll also have a chance to ask any questions and learn more about the role.

- We use Predictive Index (PI) to help us understand candidates. There are two parts of the assessment that take about 30 minutes to complete. Do these as soon as possible!
- New teammates are trained on the PI. We are not able to share assessment results with candidates.



Role-Based Assessment

All positions include a role-based assessment to give you a better understanding of the competencies needed for your role. The assessment also gives you more time to get to know GoodTime.

- Role-based assessments are different for each role.
- We utilize "take-home" challenges, role-play exercises, as well as content-based work.
- Your recruiter will share more details.



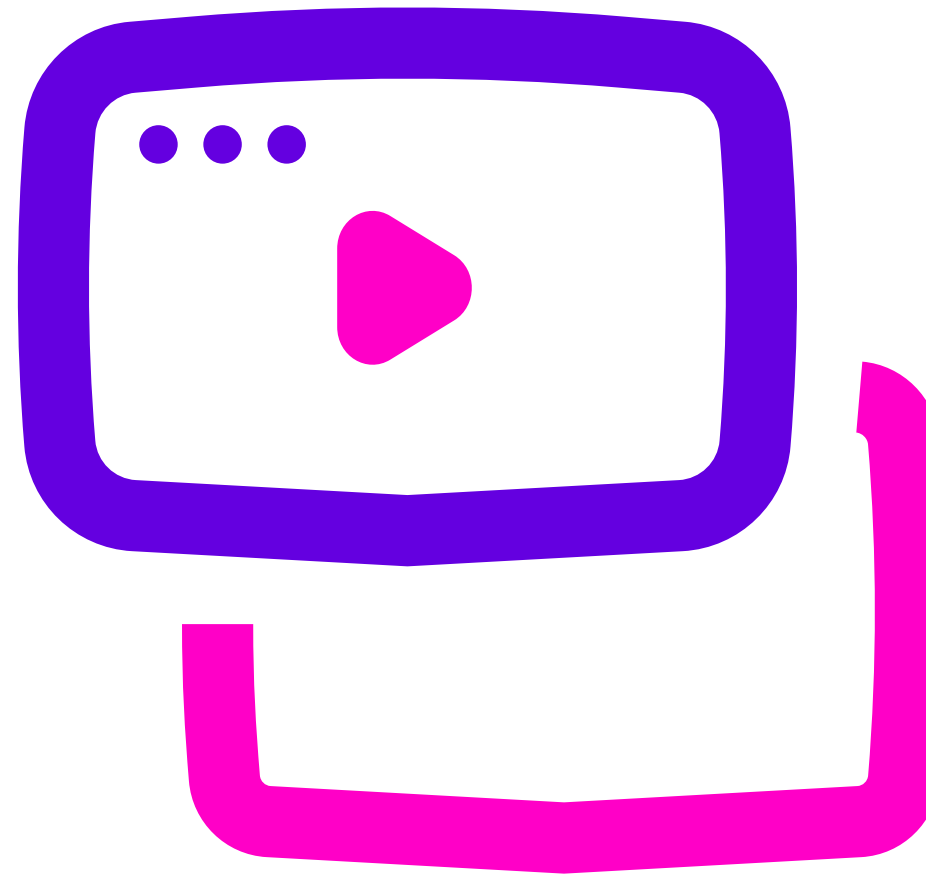
Career Progression Conversation

You'll spend about an hour on a video call covering your career progression, skills, and alignment to the role.

- This conversation is usually with the hiring leader for the role, or another GoodTimer.
- You'll have a 1:1 virtual, on-camera interview with us.
- Tip: Have your resume in front of you for reference.
- Details will be provided via email regarding the next steps.

Virtual Face to Face Interview

Woo hoo! **Your final interview will consist of three to five parts** (depending on role): a culture chat, a team meet and greet, or one to two focused competencies interview(s).

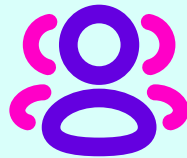


Our interviews are divided into multiple parts. Here's why:



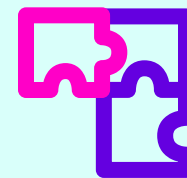
REASON 1:

Data shows that people are happier at work when they align with their company's culture and values.



REASON 2:

Knowing your teammates is important. This gives you the chance to meet others and ask questions about the day-to-day work.

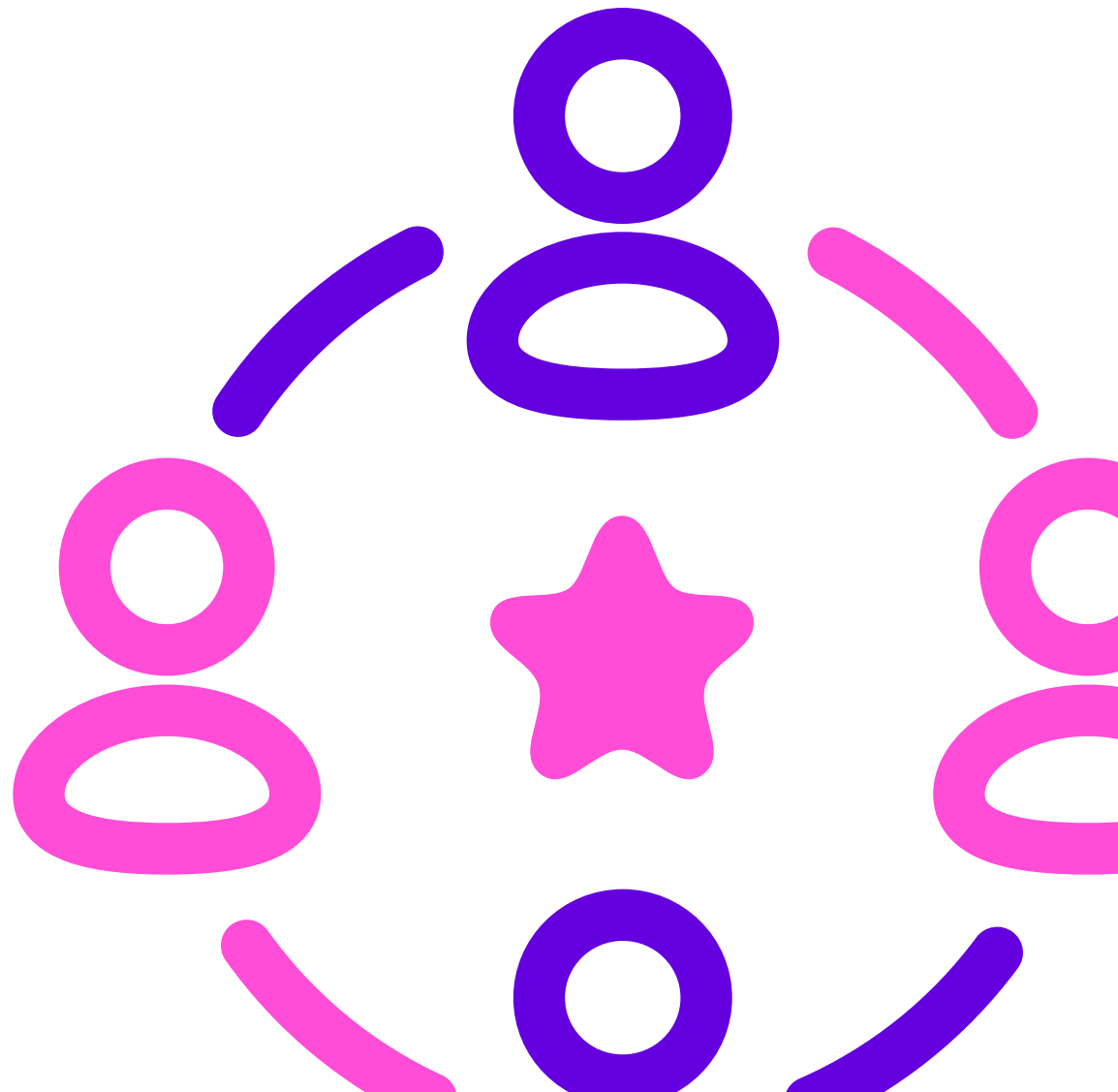


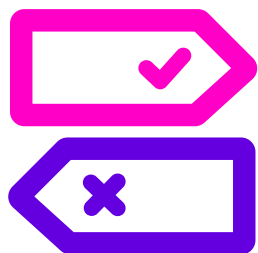
REASON 3:

Our process is designed to help you to be absolutely sure you've found the right fit.

Reference Interviews

After the face-to-face stage, the last step is reference interviews. We want to hear from your former peers and colleagues and may request up to five professional references.





Decision Time

You've made it to the end! Our holistic approach, using the data and information collected from all touchpoints, helps to make the best decision for both GoodTime and you.

Your recruiter will be in constant communication with you throughout the entire experience.

Your recruiter will connect with you about the next steps—whether it's feedback, answering questions, picking a start date, and more!

Decisions are always hard, whether it's driven by GoodTime or you. But they're not always final! From our perspective, it's often about timing, rather than fit.

**No matter your path, stay
connected to all things GoodTime
by following us on our social media!**





Frequently Asked Questions

Q1. What is the GoodTime dress code for interviews?

Casual, but professional. There's no need for a suit, but if that's what you want to wear... go for it. Wear what makes you feel your best.

Q2. What if I need a special accommodation?

Contact your recruiter to request reasonable accommodations.

Q3. How should I prepare?

Go through your resume and prepare stories of success and learnings. Showcase your accomplishments and take a breath—you've got this!

Q4. Will I need to bring anything to my interviews for the assessments?

Here are some things you might want to bring:

- Your resume
- The GoodTime job posting
- Your portfolio
- Any role-based assignment you completed

Q5. What if I need to reschedule due to an emergency?

Life happens. Use the GoodTime link in the invite to reschedule. It's that simple.



**Thank you for
your interest in
GoodTime.**

We truly believe every minute counts, and are honored you'd spend some of that time with us.