

West Sound Technology Professionals Association

*"Driving a technology future for the West Sound"*

Winter 2007

## WSTPA News

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### President's Corner: Ten Tech Interview Errors

*by Doña L. Keating*



*[President's Corner is on holiday break and will return with the Spring 2007 issue. Have a safe and prosperous New Year!]*

Everyone makes mistakes. But according to those who do the interviewing, job seekers for technology positions are

### ● Wrap Up: Tangible Strides - Roundtable 2006

A small group of local leaders from various tech industries gave their view in October on the pulse of the local economic and technological progress. A roundtable organized by the West Sound Technology Professionals Association with the topic of "Tangible Strides" included Paladin Data CEO and President Jim Nall, Olympic Property Group President Jon Rose, Olympic College Business and Technology Dean Richard Strand, Kitsap Economic Development Interim Executive Director Kathy Cocus, and Poulsbo City Councilman Ed Stern (also senior vice president of investments for UBS Financial Services Inc.).

One of the themes that emerged at the forum, which included a question and answer format, was about shortage of technology professionals and lack of interest in general in the tech sector from young people, despite demand and high wages.

"The jobs are there, the pay is good; it's a question of getting the people (to get their education) and getting them into the workforce," Strand said.

Rose said one of the reasons the area may be lacking "knowledge-based" workers is because of the quality of life, geography, and the small size of technology industry. Those in the tech sector and similar industries like to be close to the Interstate 5 corridor, where the big companies are concentrated, because often times those professionals have to change companies to move up.

[Complete article](#)

### Post Event Answers to Questions

Many questions by attendees went unanswered due to the volume of those received, and available time. Our presenters graciously agreed to provide post-event responses. The updated version is available [here](#).

### Bainbridge Island Television Airs Roundtable - Channel 12

- 12/12/06 7:00pm
- 12/14/06 10:00am
- 12/15/06 7:00pm

especially prone to committing a number of interview blunders. To avoid them, you've got to know what they are. Here are 10 of the most common slip-ups.

You're there on time, the job description is a perfect match and one look at the office tells you this is the job for you. So what could go wrong?

Plenty.

Everyone makes mistakes. But according to those who do the interviewing, job seekers for tech positions are prone to a number of common interview blunders. To avoid them, you've got to know what they are. Here are 10 of the most common.

#### Appearance

Techies sometimes dress "from the waist up," says Harvey Bass, CEO of Stascom Technologies, a recruiting firm. They've got "wrinkled khakis and rubber-soled shoes" -- not exactly the image they should be projecting, he says.

Says Liz Ryan, a human resources consultant and founder of the group World Women in Technology, "The days when you would not be considered because you [were] dressed too conservatively are over."

#### Arrogance

Too many techies come across as arrogant in interviews, says Sean Chou, CTO of Fieldglass, a software technology company. "A lot of techies are very talented, but what comes out is arrogance," he says.

Confidence is desirable, not arrogance. Arrogance suggests "they can't be a team player," Chou notes.

#### Overemphasizing Skills

Certifications and other credentials matter, as does your technical know-how, but remember: You're there to serve an organization's needs, not to focus on J2EE or Cisco just for the sake of the technology itself. You want to come across as more than an amalgam of your skills.

"Sometimes they just overemphasize the skills," says Chris Little, COO of Dominion Digital, a consulting company. "They don't understand why that's not a home run. They get frustrated, and it shows."

## • Upcoming WSTPA Events

*Please note: **RSVP required for all monthly meetings at [info@wstpa.org](mailto:info@wstpa.org)**. Unless otherwise indicated, meetings take place from 5:30p-7:30p at Poulsbo Regional Library's Community Room.*

- **December 21:** 6th Annual Holiday Party- Location: Old Town Bistro, Silverdale, WA.
- **January 18, 2007:** So You Want to Make a Robot? Presenter: Charlie Johnson of Defense Distribution Depot Puget Washington.
- **February 17, 2007:** Can Your System Really be Zapped by USB Keychain Devices? Presenter: Dirck Schou, Sr. Director, Business Development, Phoenix Technologies, Ltd.

## Partner and Sponsor events

- **September 7:** MITEF Venture Lab Season Kick-off: Planning Your Technology Business - Turning your idea or technology into a successful business takes focused and rigorous planning followed by precise execution. Plans are flexible but the elements of a successful business must be thoroughly understood and evaluated. It is never too early or late in the process to step back from your idea or technology and make sure that you are not just creating technology but a business that has a real chance for success. Register online at [www.mitwa.org](http://www.mitwa.org) until 5:00 pm, September 6th.
- **September 8 - 10 :** SMB Nation 2006 - 4th Annual conference held at the Microsoft Conference Center. This is your chance to hear big name speakers talking about small and medium business technology. Become a Small Business Specialist in just a weekend. Experience lots of peer to peer professional networking and FUN. This year there will also be four tracks: business, technical, product solutions and medium market space. Use the promo code WSTPA and receive 10% off the conference registration price. Registration and information at [www.smbnation.com](http://www.smbnation.com).

## • Netdesk Scholarship Recipients

WSTPA has awarded two Netdesk scholarships to **Kevin Geister**, an Application Engineer from Kitsap Bank, and **Tom Van Hollebeke**, president of ASA Networks, Inc.

Two 3-day Microsoft SQL Server 2005 classes were donated by Netdesk, a WSTPA Bronze Corporate Sponsor, during this year's annual October event. Scholarship recipients must take the classes by or before May 31, 2007, and commit to "giving back" in the way of a future WSTPA presentation or volunteer service.

Congratulations to both recipients, and heartfelt appreciation to Netdesk for its ongoing support!

## • WSTPA Seeks Donated Office Space



WSTPA is looking for approximately 300-500 square feet of donated office space in Kitsap County to better coordinate its efforts. If you know of anyone who may be interesting in supporting our mission with a donation of a small office space, please [email us](mailto:info@wstpa.org) or call 206.338.6554. Rental fee up to \$200 per month considered. Space-sharing arrangement with phones and office furniture/equipment would be okay.

## Projector and Screen Rental Available to Members

**Not Communicating**

Interviewers often favor open-ended questions, but techies sometimes respond with too-brief answers, failing to elaborate or convey their communication skills.

"You should think of each question as an opening to a conversation," says Ryan. A simple "yes," she says, isn't an appropriate answer to the question, "Have you worked with C++?" Candidates need to see questions as an opportunity to discuss the value they will bring to a company.

Or, as Chou notes, "People who are unwilling to communicate will have a hard time working in a team environment."

**Unprepared**

"With all the information available, there is no excuse for someone not being prepared for an interview," says Leslie Norko, deputy program manager of engineering at Computer Sciences Corp. and a mentor for Women in Technology, a nonprofit devoted to networking and professional development.

Preparation, Norko says, doesn't just mean passing knowledge about a company, but rather in-depth research about the firm and its industry.

**Lack of Interest**

Candidates sometimes display a lack of interest by not asking about the company's industry, competitors or "the larger business problems" facing the firm, says Ryan.

This comes through, quite often, when candidates are asked if they have any questions. Never say no. "It communicates that they're not interested, or they're not prepared," says Norko.

**Too Eager for Perks**

Questions about parking spaces, sick days, free soft drinks, and other benefits and perks should be reserved for a human resources rep, preferably after a job offer. "Stay away from what's-in-it-for-me questions," Bass says.

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The above article was written by by Allan Hoffman, Monster Tech Jobs Expert. Finish reading it by clicking the below link.

[More....](#)

WSTPA is now making available to members a Dell 2200MP projector and BOXLIGHT 60" portable screen. Rental fees are: Projector - \$100 per day, and screen - \$25 per day. A deposit is required for equipment protection, as well as a signed rental agreement. [Contact us](#) for details.

- **Vista's Here - But When Will it Matter?**

by Charles Keating

Vista, Microsoft's newest family of desktop Operating System, is now shipping to corporate customers. As it goes into full retail release Jan 30, Vista will share the market with Macs, Linux and its biggest competitor, XP itself.

Goodbye XP? Not for a long time. With an estimated install base of 400 Million systems, XP will linger. Since Vista places higher demands on hardware, most existing systems will continue using XP. However, those new dual core systems loaded with RAM now shipping are ripe for Vista.

Tip: If you're PC shopping now, look for Vista upgrade coupons at low or nominal cost with your purchase. Carefully note the cost and terms which vary greatly.

What are the new flavors (Editions)? Where XP had Home, Professional and Media Center, Vista has blossomed to six editions. While this seems confusing, a few will be commonly installed, and the upgrade process is smooth. Unlike XP, a Vista DVD contains all editions, so upgrading is as simple as purchasing an online key and using the existing disk. Tip: Keep the Vista box & disk! Prices below are retail full package (RFP)/Upgrade.

[Continued...](#)

- **WSTPA News Archives**

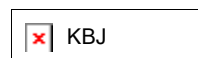
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