Interview with Tesla manager:

Job satisfaction:

1.How does Tesla value its employees to be satisfied? What Does the company do to make sure employees are satisfied with their Job?

I wouldn't work for a company that didn't fully value the employee experience, and I do my best every day to deliver for my team. I check in with each of them daily, always ask HOW they are doing, as opposed to WHAT are they doing first, and then use structured meetings weekly to ensure there is always open communication and feedback, both up and down.

Something I like to preach is radical transparency. Don't "beat around the bush". Give feedback, ask for feedback, course correct in the moment. The team appreciates that I am focused on their development.

2. How does Tesla measure job satisfaction?

Not specific to Tesla, in all my leadership roles in my career, anonymous surveys run by third party companies have been a good way for employees to say what is on their mind. But I will say, I take pride in always having an open door to listen and share ideas & concerns.

3. How would you describe Tesla’s company culture?

I will always strive to create a diverse, inclusive, passionate, and mission-driven culture in my showroom. It charges me up that my company aligns with me here. We're here to change the world! Literally.

4. Do you feel connected between your employees? How does Tesla encourage their employees to bond?

I feel connected through my team meetings, morning huddles, and the occasional team outing. I also like to get the team donuts or pizza on random days just to show I care.

The best way to feel connected is to value their voice, allow them to share their ideas, opinions, worries - either with me or in front of their peers, whatever they are comfortable with. I am here to guide, but more so I am here to support. I don't bark orders, I give trust first, and someone can lose it, but I won't make someone earn it. I have brilliant minds on my team, I need to allow them to flourish.

Emotional Intelligence: The ability for someone to be aware of their emotions and maintaining relationships with others.

How does this Tie into the hiring process at Tesla? Is emotional intelligence something Tesla Looks for? I can't speak to this on a large scale, I simply don't know. I do a lot of interviewing and personally know I want to see/hear from a candidate. EQ is super important in building relationships, both in selling and in getting along with peers, so I would say it's just part of the total package in what I look for.

How does your company value emotional intelligence? Again, just personal opinion, it's an important trait I look for when interviewing, and continue to focus on it as a coach once they are on my team.

As a manager, How do you handle your emotional relationships with coworkers? I would consider myself to have a very high EQ. I think before I speak. I understand team & company politics (not Tesla specific), while everyone has different levels of EQ and coaching each can vary, I will always ensure I handle myself with the same calm, positive, constructive demeanor.

Myers Briggs:

Are there any tests that have to do with Psychology that hires at Tesla have to take? I don't know, I did not have one for my onboarding.

What are some Personality types Tesla looks for in a hire? (ex: enthusiastic, Outgoing, etc) Not Tesla specific, but I look for several things: Humility is my #1. Can you be coached and not have too much pride? Has the candidate been a leader of people before, how have they dealt with ambiguity, how have they inspired others, are they passionate about the mission, how do they handle rejection, how do they take and give feedback, do they make eye contact, are they confident. When I am interviewing, Buzz words bug me. Tell me a story about a time when... abc. Be a real human.

Introvert vs Extrovert:

Would you consider yourself an introvert or an extrovert?

Extrovert Professionally - Introvert Personally.

How does that help you do your work at Tesla?

It allows me to engage & inspire my team at work, while allowing me to focus on myself and my family when I am home.

Does Tesla have a preference between introverts or extroverts?

I doubt it. The most brilliant minds in math and science are often introverts. The best sales people won't always be extroverts. Think about actors/actresses,... they are often very introverted, but use the stage as their outlet. Sometimes I imagine work as my stage, or the customer in front me as my audience member. So I hate to suggest there is a box that any company would focus on, as everyone is an individual, and I personally will always value that.