

Outpost Architects

Interview Application

Congratulations!

You've just taken the first step toward what could become one of the most rewarding career opportunities of your life. Why? Because creating a great place to work (not just a great work product) has always been central to the vision for Outpost Architects.

If you obtained this application through our website then you likely noticed that we do not want to see your work samples or resume quite yet. We know this is an unusual approach in our profession so let us briefly explain.

We evaluate prospective staff members first for character and second for talent. This doesn't mean that we don't care about design or skillsets – that couldn't be further from the truth – but it does mean this: we are building our company with team players who are humble, hungry, and smart rather than with superstars who are arrogant, lazy, and/or lack people skills.

Is there a place for talented professionals at OA? Absolutely. We can't build our firm without them, but all OA employees must

- be able to acknowledge their own shortcomings,
- be more interested in team success than individual achievements,
- have inner drive to constantly improve, and
- be emotionally intelligent.

If this describes you then there is a good chance that you would really enjoy working with us.

Outpost Architects

Your First & Last Name _____

Part 1: Your Basic Information

1. Application Date:
2. Email Address:
3. Current City & State of Residence:
4. Current Country of Citizenship:
5. We frequently receive applications from candidates who do not currently live in Colorado. If this describes you then please describe your level of commitment to and timeframe for moving to Colorado. If this does not describe you then simply type "N/A".
6. If you are offered employment with us, how soon would you be able to start, and why is this date appropriate for you?

Part 2: Work

7. Are you a licensed Architect?
 - Yes. My license number(s) and state(s) of licensure is/are as follows:
 - No. I intend to be licensed by the following date:
 - No. I do not intend to become licensed because:
8. Describe the kind of employment that you are interested in. At a minimum, include your preferences as they pertain to job title, core responsibilities, full-time vs. part-time or temporary work, the number of hours that you want to work each week and why this amount would be appropriate for you.

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Part 2: Work (continued)

9. Using the following scoring system, describe your level of proficiency with the software listed below:

<u>Proficiency Description</u>	<u>Proficiency Score</u>
I have never used it.	0
I have only used it in school.	1
I have used it professionally on a limited basis and still consider myself a beginner.	2
I have used it professionally on a regular basis but still struggle with some aspects of the program.	3
I have used it professionally on an extensive basis and rarely, if ever, encounter a problem that I cannot solve.	4

<u>Program</u>	<u>Your Proficiency Score</u>
3D Studio Max	—
AutoCAD	—
Enscape	—
Grasshopper	—
InDesign	—
Lumion	—
Photoshop	—
Revit	—
Rhino	—
SketchUp	—
Unreal Engine	—
V-Ray	—

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Part 2: Work (continued)

10. What role does work play in your life?

11. List three architecture firms that you hold in high esteem. For each one, tell us what you appreciate or respect most about them.

Firm	What you admire
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1.

2.

3.

12. What is the greatest achievement that you want your resume to show in 3 years that it does not currently show?

13. What is the greatest achievement that you want your resume to show in 10 years that it does not currently show?

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Part 2: Work (continued)

14. Which of the following activities do you think are appropriate for you to engage in during a typical day at your place of work? For any that you select, let us know a) how much time each day you would like to engage in each activity, and b) when you would most likely engage in it.

Activity	Minutes/day	When
<input type="checkbox"/> checking and/or sending non-work-related emails		
<input type="checkbox"/> texting/chatting/talking with friends and/or family on a computer or mobile device		
<input type="checkbox"/> surfing the internet for personal enjoyment or personal research		
<input type="checkbox"/> posting/reviewing activity on social media (e.g. Facebook, Twitter, Instagram, LinkedIn)		
<input type="checkbox"/> watching sports or recreational videos/livestreams (e.g. YouTube, Ted Talks, World Cup, movies)		
<input type="checkbox"/> reading the news		
<input type="checkbox"/> smoking and/or drinking alcohol		

15. Imagine yourself in a work environment where everyone wants to work at the highest level every day. What thoughts and/or emotions stir in you as you imagine this?

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Part 2: Work (continued)

16. On a scale of 1-10, how certain are you that architecture is a good long-term career fit for you? If you answer less than 9, tell us what contributes to your doubt. If 9 or above, share with us the basis for your confidence. (Note: Most people - especially those in the first half of their career - have at least some doubt, and a score greater than 8 is not a prerequisite for an interview.)
17. Are there any project types that you are particularly interested in working on? Conversely, what project types do you want to avoid? Please share, and explain why you have these levels of interest.
18. When you are given an assignment with a deadline, which of the following best describes how you produce the best results and experience the least amount of stress?
- I start the assignment quickly and pace myself to complete the task before the deadline.
 - I wait to start the assignment and compress my effort into the last few weeks/days/hours before the deadline.
 - I extend the deadline whenever possible because doing things well almost always takes more time than I am given.

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Part 3: Growth & Learning

19. What are the last three books that you read in their entirety, and what was your biggest takeaway from each?

Title, Author	Takeaway
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- 1.
- 2.
- 3.

20. Other than reading books, what have you done in the past two years to improve yourself?

21. What personal projects are you currently working on outside of your job or schoolwork? If you are working and in school then please indicate that.

Your First & Last Name _____

Part 3: Growth & Learning (continued)

22. Provide an example of either personal or professional wisdom or advice that you recently sought out, and explain how do you obtained it.

23. Using the following questions as a guide, tell us about a big mistake that you made in the past.

- What was the mistake?
- How did you handle it?
- What did you learn from it?
- What changes did you make to help you avoid making the same mistake again?

Your First & Last Name _____

Part 4: People

24. Tell us about the person (or people group) with whom you most enjoy spending time.

- Who is it?
- What about him/her/them do you appreciate most?
- How do you spend time together?

25. Tell us about the person (or people group) with whom you experience the most conflict. Only provide identifying details if they have given you explicit permission to do so. Otherwise, simply identify them with a statement like "a former coworker", "a family member", or "my neighbors".

- Who is it?
- What do they say/think/do that causes the conflict?
- How do you typically respond?

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Part 4: People (continued)

27. Describe your ideal professional mentor. This question is not about the kind of company that you want to work for but about the kind of person that you would like to be accountable to and trained by on a daily basis.
28. Describe your ideal mentee. Similar to above, this is about the attitude, skill set, temperament, work ethic, personality, worldview, et cetera of the kind of person that you would like to train and be accountable to you. Even if you are a student or entry level professional, we still want to hear your thoughts around this.

Part 5: Wrap-Up

29. Where or from whom did you learn about Outpost Architects?
30. What interests you most about the possibility of working with Outpost Architects?

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Part 5: Wrap-Up (continued)

31. Please provide the following information for 2-3 references who can attest to your character, are not family members, and are easy to access via phone:

	Name	Relationship	Phone #	Best Time to Call
1.				
2.				
3.				

32. At the end of this PDF, attach 2-3 images of architecture that you consider to be extremely beautiful, and then tell us what you find beautiful about each one.

After answering all of the above questions, email your completed application to careers@outpostarchitects.com. Then, just wait for us to get back to you. If we don't do that within 5 business days then we invite you to call our office to make sure your application was received.

Regardless of whether or not we ultimately extend an invitation to interview with us, we wish you all the best.

Outpost Architects

We are Outpost Architects

We create places for people to thrive