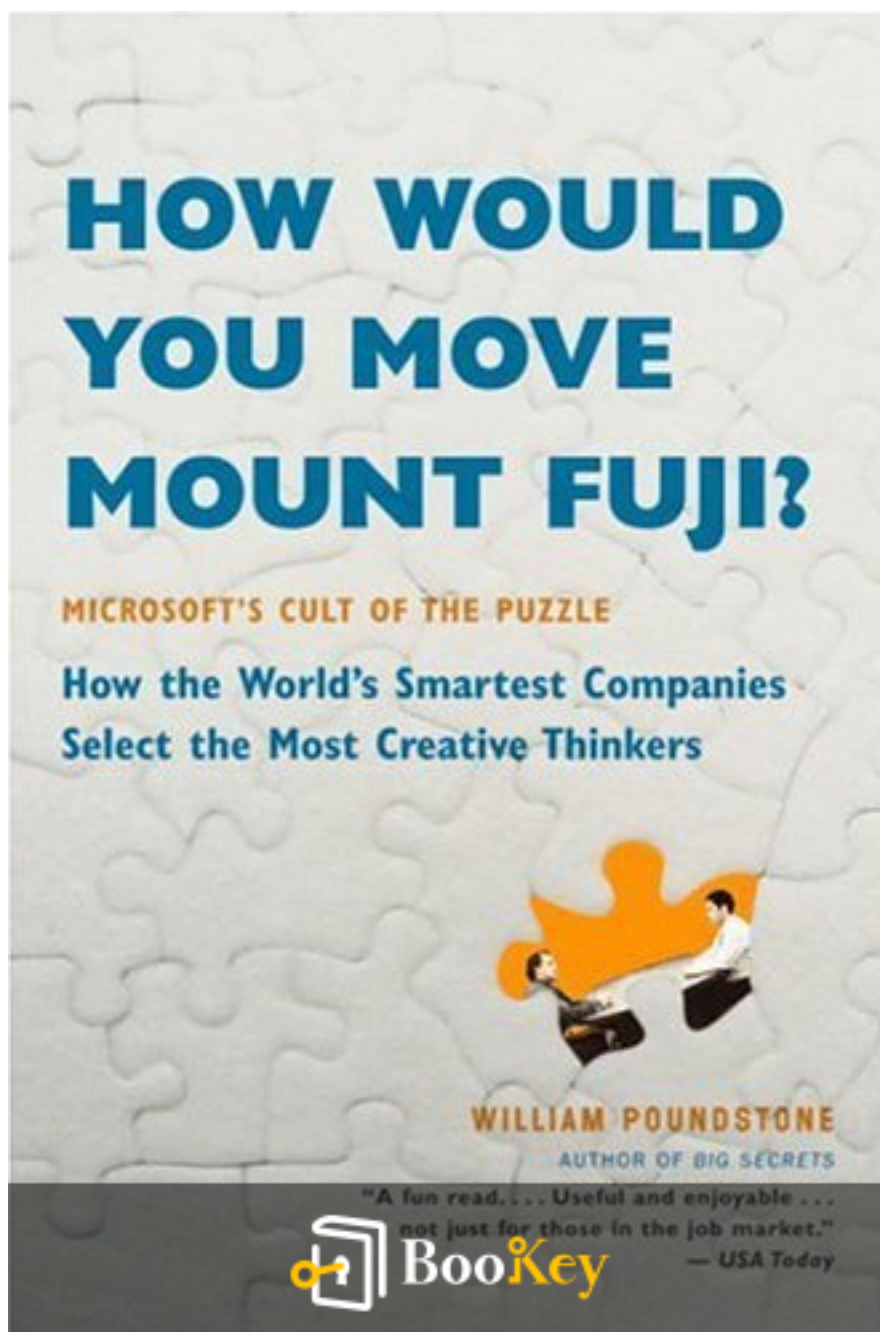


How Would You Move Mount Fuji PDF (Limited Copy)

William Poundstone



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How Would You Move Mount Fuji Summary

Mastering the Art of Puzzle Interviews for Career Success

Written by New York Central Park Page Turners Books Club

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About the book

In "How Would You Move Mount Fuji?", William Poundstone delves into the increasingly creative and challenging interview techniques used by employers in a competitive job market. Companies, from tech giants like Microsoft to Fortune 500 firms, are increasingly adopting unconventional questions to gauge not just a candidate's knowledge, but their intelligence and problem-solving capabilities.

Poundstone opens with an exploration of some of these quirky interview questions, emphasizing their role in assessing a candidate's thought processes and adaptability. He details how these inquiries—such as how one would relocate a massive geological feature like Mount Fuji—are designed to push prospective employees to think outside the box. This reflects a broader trend away from traditional IQ tests, which have seen fluctuating popularity over the years.

The narrative also includes anecdotes, including insights into the legendary Bill Gates. Known for his competitive nature, Gates embodies the spirit of innovation that these modern interviews seek to explore. In addition to historical context, Poundstone introduces bizarre and amusing methods employed by interviewers, such as utilizing Legos for creative problem-solving tasks or even simulating scenarios akin to virtual Russian roulette to test quick-thinking under pressure.

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Throughout the book, Poundstone not only equips job seekers with strategies to tackle these unconventional questions effectively but also provides valuable insights for managers looking to attract top-tier talent. The blend of practical advice and engaging anecdotes makes this book a comprehensive guide for understanding the analytical puzzles that permeate the business world today. Whether you are preparing for an interview or simply intrigued by the art of hiring, "How Would You Move Mount Fuji?" serves as an essential resource.

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About the author

In the chapters summarized, William Poundstone delves into the intricate relationship between science, economics, and human behavior. Each chapter builds upon the central theme of understanding how scientific principles can influence decision-making and financial outcomes.

In the initial chapters, Poundstone introduces key scientific concepts such as probability and game theory, providing background on their historical development and significance. He explains how these concepts form the foundation for strategic thinking in various fields, from finance to psychology. By relating complex theories to real-world applications, he makes them accessible and engaging for readers.

As the narrative progresses, Poundstone introduces notable historical figures and experiments. For instance, he discusses the contributions of mathematicians like John von Neumann, who laid the groundwork for game theory, and how their groundbreaking ideas have been applied to improve decision-making in business settings. This exploration highlights the evolution of thought surrounding risk and reward, illustrating how these principles can lead to successful outcomes when properly understood.

Throughout these chapters, readers are introduced to new characters, including economists and psychologists, whose theories have reshaped our

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understanding of market behavior. Their insights into human nature, especially how cognitive biases affect choices, add depth to the discussion. For example, the concept of "loss aversion" explains why people tend to prefer avoiding losses over acquiring equivalent gains, a crucial insight in both personal finance and corporate strategy.

As the chapters unfold, Poundstone seamlessly weaves together anecdotes and examples that demonstrate the practical implications of these scientific theories. Whether through the lens of historical events or contemporary case studies, he illustrates how these concepts can be leveraged to gain a competitive edge in a variety of scenarios.

The narrative culminates in a thought-provoking examination of the future, where Poundstone speculates on the ongoing impact of technology and behavioral science on economic systems. His discussions prompt readers to consider how understanding these principles not only aids individuals in making informed decisions but also shapes society as a whole.

Overall, these chapters provide a coherent exploration of the interplay between scientific thought and practical application, empowering readers with knowledge that is both enlightening and applicable in their everyday lives.

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Summary Content List

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Chapter 1 Summary: Acknowledgments

Acknowledgments

In this chapter, the author expresses heartfelt gratitude to a wide-ranging group of individuals who significantly contributed to understanding interviewing techniques, especially within high-technology companies. The author acknowledges experts from multiple fields, including hiring professionals, entrepreneurs, psychologists, human resources specialists, historians, cognitive scientists, and logic-puzzle aficionados. Their collective insights informed the research and enriched the author's comprehension of the complexities involved in modern interviewing.

Contributions and Influences

The research was bolstered by key figures like Joel Shurkin, whose unpublished biography of William Shockley provided a historical context linking puzzle interviews to methods of intelligence testing. This connection deepens the analysis of how interviews have evolved as a tool for assessing candidates. The perspectives of Joel Spolsky and Adam David Barr were also pivotal; they illuminated the historical development of puzzle interviews, offering actionable advice for employers seeking to refine their

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hiring processes. Additionally, contributions from Chris Sells, Kiran Bondalapati, and Gene McKenna brought inspiration and practical anecdotes that underscored the nuances of interviewing in the tech industry.

Microsoft's Involvement

Despite Microsoft's formal distancing from the findings of this research, the collaboration with individual employees within the company proved invaluable. Their willingness to share insights about the interview process allowed for a more comprehensive understanding of Microsoft's unique hiring techniques, shedding light on the intricacies of evaluating potential candidates in a competitive field.

Additional Thanks

The author extends special thanks to a diverse array of supporters, including Steve Abell, Joe Barrera, Linda Bates, John Brockman, and Katinka Matson. Their encouragement and insights played a crucial role throughout the research journey, contributing to the depth and richness of the study on interviewing practices.

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Chapter 2 Summary: Notes

Chapter 2 Summary

In this chapter, the focus shifts to the distinctive interview process at Microsoft, which seeks to identify and cultivate creative thinkers. Microsoft emphasizes the importance of innovation, employing interviews that are not solely based on technical proficiency but designed to evaluate candidates' problem-solving abilities through the use of brainteasers and logic puzzles. These unconventional methods aim to gauge how applicants tackle complex problems, reflecting the company's commitment to fostering a culture of creativity.

To further this mission, Microsoft utilizes various unique recruitment techniques, including scanning resumes for specific keywords and posing trick questions to candidates. This approach is intended to uncover individuals who demonstrate the capacity to think divergently and fit seamlessly into Microsoft's innovative workplace culture. Through this lens, the company hopes to attract talent that embodies adaptability and original thinking.

The chapter critiques the traditional reliance on standardized metrics, like IQ, as definitive indicators of potential success. Instead, it proposes that

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qualities such as creativity, resilience, and the ability to adapt may be even more critical for thriving in a dynamic environment like that of Microsoft. This perspective aligns with broader debates about intelligence testing, recalling historical figures like Lewis Terman and William Shockley, whose work has sparked controversy and discussion regarding biases inherent in measuring intelligence.

Poundstone also challenges the conventional interviewing practices by asserting that they often overlook capable candidates who may excel in creativity but falter under traditional test conditions. By advocating for a shift in hiring methodologies, the chapter concludes with a call for the evolution of recruitment strategies, emphasizing the need for companies to embrace new insights that prioritize traits beyond conventional metrics, thereby broadening the pool of talent they attract.

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Chapter 3 Summary: Bibliography and Web Links

Summary of the Bibliography and Web Links

This section provides extensive resources for those preparing for technical interviews, particularly those aligned with Microsoft's approach.

Websites for Interview Resources

The author lists various websites serving as repositories for Microsoft-style interview questions, ranging from puzzles to riddles. Notable mentions include:

1. **Interview Question Bank** by Kiran Bondalapati, which collates specific types of Microsoft interview questions.
2. **Techinterview** by Michael Pryor, recognized for its comprehensive answers alongside interview questions.
3. **Interviewing at Microsoft** by Chris Sells, which focuses solely on strategies for Microsoft interviews.
4. **Riddles** by William Wu, which offers an extensive collection of brain teasers to sharpen logical thinking.

Additional websites provide historical insights and question compilations,

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some of which date back to 1997 and 2001, further enriching the breadth of available resources.

Bibliography

The bibliography is a curated collection of significant works that provide insights into interviews, puzzles, and the intricacies of Microsoft's corporate landscape. For instance:

- **Ken Auletta's *World War 3.0*** explores the competitive dynamics surrounding Microsoft and its business tactics.
- **Clayton M. Christensen's *The Innovator's Dilemma*** offers a critical examination of how companies can maintain growth, relevant to understanding the evolving tech industry.
- **Howard Klein's analyses** cover aspects of corporate policies and interview practices, while contributions from **Martin Gardner** delve into the fascinating realm of mathematical puzzles.

This compilation serves both as a guide for mastering technical interviews and as a historical background to Microsoft's influence on technology and corporate hiring practices.

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Chapter 4: About the Author

William Poundstone is a distinguished author recognized for his deep explorations in science and philosophy. Among his notable works are "Carl Sagan: A Life in the Cosmos," which examines the life of the famed astronomer and science communicator, and "Prisoner's Dilemma," which

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