

Google executive: Grades don't matter

By [Nathan Bomey](#), Detroit Free Press 3:17 p.m. EDT May 5, 2015

Author of the book "Work Rules" tells a Detroit crowd that academic background doesn't predict future performance in the workforce.



(Photo: Mandi Wright, Detroit Free Press)

Want a job at [Google's growing Ann Arbor campus?](#)

Don't worry about your grades. Or where you went to college.

A top Google executive says it doesn't matter.

"We used to care a lot about where you went to school," Google executive Laszlo Bock said. "We found that that has no relationship with how you

perform."

Bock, author of the recently released book "Work Rules!" on the Internet giant's unique hiring process, spoke this morning at the Forbes Reinvent America Workforce Summit in downtown Detroit. He is senior vice president of people operations at Google.

Here's what every wannabe Googler is judged upon:

1. Leadership

Interviewers will find out how applicants have proved themselves as leaders, either through assigned roles or stepping up organically. "We'll want to know how someone has flexed different muscles in various situations in order to mobilize a team," Schmidt and Rosenberg write.

2. Role-Related Knowledge

Google wants people who have a variety of strengths and passions — but you'd better be prepared to kill it at whatever position you're applying for. Google seeks out interesting, quirky people who have the right background to excel in their (potential) future role.

3. General cognitive ability

If you're gunning for a Google job, you should know how to solve problems. "We're less concerned about grades and transcripts, and more interested in how a candidate thinks," Rosenberg and Schmidt write. They say that, in an interview, they'll ask a candidate a role-related question that will also give them a peek into the person's problem-solving process.

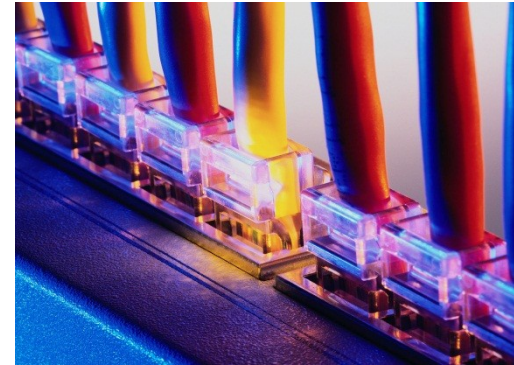
4. Googleyness

This is the most nebulous of the criteria: Applicants need to be "Googley." Schmidt and Rosenberg say they "look for signs around their comfort with ambiguity, bias to action, and collaborative nature," all of which are generally a good indicator of Googleyness.

Swedish/English



Networking



Innovation



Curiosity



Documentation



Social Skills



Communication



Team Skills

