



Stanford eCorner

Irish Pub Culture

Anna Patterson, *Cuil*

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Video URL: <http://ecorner.stanford.edu/videos/2096/Irish-Pub-Culture>

It's a great resume that gets you in the door. But for Anna Patterson, Co-founder of Cuil, the first interview is always lunch and conversation to determine if the candidate is the right fit for the small start-up's "Irish pub culture" of casual chatting. Her reasoning? If the candidate isn't capable of small talk, they simply will not mesh. Other desirable qualities also include a candidate with diverse interests and with multiple projects on their plate.



Transcript

Well, one other thing about our culture... I guess, so, Tom is from Ireland, I'm an Irish citizen as well, so I would kind of joke around and call it a "pub culture". It's not that we go out drinking, it's more that, you know, conversation, people have to be able to hold a long conversation and they have to be like together because you're together for just so many hours. Our first interview, I think somebody blogged it about last week, but our first interview is taking the person out to lunch. Because of they can't hang with us for one hour, three people at lunch, then "n" hours of day we're going to have spend with them, it's just going to be no. So we really try to go for something that looks good on paper, then they get into lunch, and then just fun to talk to. I mean, they have to be able to talk about movies and, you know, whatever. I know it sounds strange but you always get off topic when you're working, and you want somebody who's nice to be around. And then we like people that have had other projects. We find, like, a lot of undergrads who have a small project on the side or have consulted or whatever.

We find that the kind of people that you have multiple balls in the air are great, and people have been at other startups are amazing.