Behavioral

1. What types of questions
   a. Tell me about a time you’ve been challenged ethically
   b. Would you lie for me?
   c. Are you familiar with our code of conduct and is that something you think you could live up to?
   d. Do you prefer to work alone or in teams?
   e. Do you prefer to receive a task and work without guidance or do you prefer periodic check-ins and meetings?
   f. Tell me about your favorite project that you’ve worked on in college.

2. Why ask them
   a. Makes the candidate think and express how he/she operates from an ethics standpoint.
   b. See if the candidate would fit within the employer’s ethical framework.
   c. You can start to place an applicant within your organization if you begin to know their specific work style.
   d. You can gauge the applicant’s work style from how they answer the project question. It may relate to how they would potentially work on a team.

3. What do you learn
   a. Get a grasp for candidates moral compass and how he/she makes decisions based on those morals/ethics.
   b. Learn whether or not the candidate can adhere to the company’s code of conduct and perform the job in a professional manner.
   c. Understand how the candidate operates and fits in with teams.
1. What types of questions
   a. Critical Thinking/Reasoning Questions
   b. Questions that don’t have an obvious or easy answer, and are more about the journey to the answer than the answer itself.
   c. Depending on qualifications for role, questions about the specific language that the job would entail.
   d. A compiler may be used in the interview, as the interviewer will want to see exactly how a programmer works and responds to challenges.

2. Why ask them
   a. Get a grasp on the candidate’s coding abilities in a specified language
   b. Get a grasp on the candidate’s logic and reasoning abilities.
   c. No one expects a software developer to get their code right the first try and only compile once. A compiler would take away the memorization aspect and show how the candidate truly works given the appropriate resources.

3. What do you learn
   a. Ability to learn quickly and take in concepts on the fly
   b. Some semblance of technical experience, whether that be from school or from another job
   c. If the candidate has knowledge of a particular coding language, if that is one of the requirements for the job
Environment

1. Whiteboard, online, take home?
   a. If online/remote: Video chat & remote coding software
   b. If in person: Whiteboard with optional laptop

2. Reasoning
   a. Live coding allows for exact answers and the possibility to debug a program using a compiler.
   b. For initial screenings, an online interview could be preferred, as it would save resources and only act as a way to verify the candidate has the basic qualifications they state. An in person could be a second interview that would allow the interviewer to be taken through a candidate’s thought process when trying to solve a problem of logic/reason. It would also allow the candidate to see the building/campus if it was an on-site interview.

Evaluation

1. What sort of characteristics are we looking for?
   a. Looking for candidates who have the ability to learn on the job
   b. The ability to actively search for answers and not shut down if the challenge seems too hard or unclear
   c. If for a specific coding language role, knowledge of that language
   d. Depending on the role, someone who can work in a team and can communicate well

2. How does culture fit play into decision making?
   a. There will be candidates that are clearly inline with what our culture is looking for and they would likely make great additions. However, candidates that differ from our typical sense of culture may provide unique insight or perspective that would be a useful addition. So, to say someone either has it, or they don't, wouldn't be fair. We must consider all individual's ability to grow and expand company culture.