

Developer Interview Guide

Part 1. Previous experience

- Can you briefly explain your experience before joining this team?
- Did you go to any bootcamp?
- Can you describe your first two weeks?

Part 2. About the team

- Who are the customers for your team's product?
- Is your team a distributed team?

Part 3. About the first task

- How long does it take for you to deliver that task?
- How was it assigned?
- Was there any expectation for this task in terms of on-boarding?
- What were your own expectations for this task?
- Do you think the expectations are achieved?
- Are deliverables clear and concrete? Rating.

- Challenging? Rating.
- Was it impactful to your customers? Does it matter to you?
- How complex was the task? Did it require you to understand a complex code or tool? Rating.
- How was the documentation and tool support for this task? Rating.
- How open-ended is this task? How much autonomy do you have? Rating.
- How integrated is this task with respect to the whole project?

- What did you learn? Rating.
- Did it connect you with the team? Rating.
- How do you feel about the progress and productivity?

- How was your pressure? Rating.
- How was your confidence? Rating.
- How was your motivation? Rating.
- In this process, do you feel comfortable making mistakes?

- Would you rather replace it with a different task?
- What could be changed to make your experience with this task more satisfactory?

Part 4. About other tasks

- How long does it take for you to deliver that task?
- How was it assigned?

- Was there any expectation for this task in terms of on-boarding?
- What were your own expectations for this task?
- Do you think the expectations are achieved?
- Are deliverables clear and concrete? Rating.

- Challenging? Rating.
- Was it impactful to your customers? Does it matter to you?
- How complex was the task? Did it require you to understand a complex code or tool? Rating.
- How was the documentation and tool support for this task? Rating.
- How open-ended is this task? How much autonomy do you have? Rating.
- How integrated is this task with respect to the whole project?

- What did you learn? Rating.
- Did it connect you with the team? Rating.
- How do you feel about the progress and productivity?

- How was your pressure? Rating.
- How was your confidence? Rating.
- How was your motivation? Rating.
- In this process, do you feel comfortable making mistakes?

- Would you rather replace it with a different task?
- What could be changed to make your experience with this task more satisfactory?

Part 5. Order of tasks

- How do you feel about the order of the tasks?
- Do you feel the need for context switching?
- Do you think having different tasks would help you better to on-board the team?

Part 6. What would you do differently? What you wish you team had done differently?