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****Make your interviews more conversational by using this guide to questions you should ask during a tech interview. This document is separated into two parts: Questions you will mostly likely hear in behavioral tech interviews and what to ask during interviews.**

Please take the time to consider your answers and write them down below:**

SAMPLE INTERVIEW QUESTIONS

****Here is where I keep important resources for my notes, including links to the company website, their job posting and your resume.****

Important Resources:

[My Website – Sidney Buckner](#)

[Another Example - Hyperlink for a Job Posting](#)

****Below I've included examples of answers. Write down at least 3 response bullets for each question. Each bullet contains information that will trickle down, contributing to the next point.****

- *Talk about a time when you had to work closely with someone whose personality was very different from yours.*
 - "A time I can recall working with a person whose personality differed from mine, was when I collaborated on the advancement of our automation testing systems.
 - This was an incredibly huge decision to move our automation scripts from Ranorex, which is very rigid in nature, to Cucumber and a Behavioral Driven Development concept where everyone can learn and easily understand the goal of each tests
 - I was at the time spearheading the project with the other QA Engineers on my team, where we not only were able to increase our coverage by 80% in six months, but I helped teach the QA engineers programming in JavaScript.
 - I can recall working with another QA engineer outside of our team, who wanted to learn more about our collaboration efforts to convert our automation scripts, we have a difficult time understanding each other on why we should stay with Ranorex instead of breaking down the old system and building the new.
 - We fortunately came to an agreement that our systems on my team would be converted over to Cucumber, whilst keeping the automation scripts in Ranorex in addition to the other test suites utilized by different departments, and when other departments are ready to switch over, we have a template set in place for the transition

****Remember to highlight your accomplishments, describe in detail what the problem was, how you navigated through the problem and eventually the solution. And if the solution turned out negative, keep the conversation about what you learned****

- *Give me an example of a time when you faced a conflict while working on a team. How did you handle that?*
 - I can circle back around to my previous point while converting out test scripts to Cucumber from Ranorex.
 - The additional QA Engineer who was not on my team felt very strongly about keep our current scripts to grow and expand from, in hindsight he suggested that we keep using ranorex until we were able to upload our scripts to jenkins to be automatically run everyday with kubernetes
 - My argument was that since the department I worked in was utilizing JavaScript as the main language in our stack, I hoped to get guidance and collaboration from the Developers on keeping our automation systems
 - This was a very intense disagreement that ultimately led us to an impasse. I kept my cool during the multiple meetings we scheduled with my manager and fellow QA engineers on my team, and we came to a decision to continue to exclusively convert my departments Automation scripts. until other departments were comfortable with the move
- *Describe a time when you struggled to build a relationship with someone important. How did you eventually overcome that?*
 -
- *Talk about one of the projects you've recently created. What was your favorite part about the project? What was your least favorite?*
 -
- *Give me an example of a time when you were able to successfully persuade someone to see things your way at work.*
 -
- *Describe a time when you had to interact with a difficult client. What was the situation, and how did you handle it?*
 -
- *Tell me what you know about Agile Processes*
 -
- *Tell me about a time you needed to get information from someone who wasn't very responsive. What did you do?*
 -
- *Describe a time when your team or company was undergoing some change. How did that impact you, and how did you adapt?*
 -

- *Tell me about the first job you've ever had. What did you do to learn the ropes?*
 -
- *Describe a time when you saw some problem and took the initiative to correct it rather than waiting for someone else to do it.*
 -
- *Tell me about a time you were dissatisfied in your work or the work of your team. What could have been done to make it better?*
 -
- *Tell me about an obstacle you've had while creating a project or learning a coding or programming concept. How did you endure or solve the problem?*
 -
- *Tell me about a time you had to be very strategic in order to meet all your top priorities.*
 -
- *Describe a long-term project that you managed. How did you keep everything moving along in a timely manner?*
 -
- *Do you have a favorite programming language? Tell me, why do you like it so much?*
 -
- *Sometimes it's just not possible to get everything on your to-do list done. Tell me about a time your responsibilities got a little overwhelming. What did you do?*
 -

*****Interview questions to always ask the Interviewer: Make a note of these questions while talking to the interviewer, then write down their responses to show them you are serious. The ones highlighted are the ones I believe you should ALWAYS ASK IN A TECH INTERVIEW*****

1. Can you tell me more about the project the person in this position will be working on?
2. How did you come to the conclusion that you needed this new role?
3. How important is it to hire a {Junior, Mid Level, Senior} dev for this role?
4. What is the typical day on the development team?
5. Can you tell me more about production support and the process around fixing code that is live in production?
6. What stack was used to build this system? How is it maintained currently?
7. What are some major changes being implemented to this system now?
8. Do the developers have a chance to talk to the clients/or business side to have a clear understanding of the needs and expectations of the projects?
9. Can you tell me about some aspects of technology you hope to improve here?
10. Is there a chance for developers to receive a postmortem/reflections on the projects given to the client?
11. Does the lead developer/company/CTO have any strong opinions on coding aesthetics or a certain style guide the others should follow?
12. How does your culture here differ from other startups/large corporations/businesses in this industry?
13. What is the process of project development from start to finish, where does the developer and their roles fit into this process?
14. Why did you get into (insert the industry)? And specifically, your path to this company if I may ask?
15. What is something that people assume about the company that isn't correct?
16. Can you tell me what type of strategies/resources in place for employees to keep learning, and advancing their skills?
17. Do you have any hesitations with my ability to do the job well?
18. If I am the chosen candidate, what are some tools I would need to succeed in this position?
19. What are the next steps?

{END}

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