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20 Interview Questions to Ask Developers

Before you hire a new developer, you'll get a chance to have a few conversations with them through your interview process. These discussions are important because not only will you want to get a feel for a candidate's technical expertise, but you'll also want to assess their soft-skills and personality traits to see if they'll be a good fit in your organization's culture.



We've found that beyond technical skills, our successful developers are the ones who exhibit an aptitude for learning. As we hire for more advanced or senior-level positions those soft-skill requirements build. For example, senior-level developers should not only have an aptitude for learning and technology, but also for team leadership. At that level we expect an amount of team awareness beyond themselves like how to mitigate conflict or the ability to explain the benefits of agile methodology to other team members beyond developers. Our soft skill level looks like this:



INTERN

Aptitude for Learning



DEVELOPER

Aptitude for Technology



SENIOR

Aptitude for Team
Leadership



ARCHITECT

Aptitude for Teaching

To make the most of your brief interviews, you'll need find questions that can give you a good picture of your candidate, quickly. This guide includes twenty examples of interview questions we ask development candidates at Aptera. We recommend choosing a mix of questions from all three categories to get a well-rounded picture of your candidate.



Technical

- Walk me through a recent development project you have worked on. Describe your role and technologies used.
- Walk me through the tech stack you have the most experience with.
- Tell me about your experience using test driven development.
- Walk me through your experience with agile development.
- As a software engineer, what are your three best skills?
- What does clean code mean to you?
- Describe to me the most complicated solution you've developed and why you're proud of it. Now describe it to me like I'm a client.

INTERN/ENTRY LEVEL SPECIFIC

- Can you give me an overview on your web development experience? Both classroom and outside of the classroom?
- Tell me about a web development project you've worked on.

Aptitude for Learning

- Tell me about a new technology you are currently interested in. Why?
- Tell me about a time you picked up on something new, quickly.
- Tell me about something you are doing or have recently done outside of work/the classroom to advance your skillset.
- Tell me about a time you had to teach yourself a new technology.
- Teach me a tool or technology from your resume. "I've never used {XYZ technology} before, but you list that as a strength. Can you teach me about that? What do you see as the main uses for it?"

Collaboration

- Tell me about your experience working with clients.
- Tell me about a time you made a mistake, professionally.
- How would you describe your personality?
- What would your co-workers say about you?
- Tell me about a time you had to work with a difficult person (client, co-worker, supervisor).
- What has been the hardest you've ever worked in your life on something?



Have a project that can't wait while you go through the hiring process?

Work with the Aptera team to keep development rolling. Visit our website to learn more about our enterprise-level development services.

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