

# Interviewing Rubric

In an effort to provide you with more granular feedback on your interview project, we've developed a 5-point interview course rubric.

**A note to students:** If you receive "Meets Specifications" on a section, you should still pay very careful attention to the reviewer's comments for improvement because getting the job often means standing out against the other applicants, not merely answering correctly. Finding the balance between pushing yourself to be your best and not stressing yourself out can be critical to your success. So keep pushing yourself to have better answers as far as it seems reasonable. And remember, we believe in you!

A score of "Requires Changes" or "Does Not Meet Specifications" means the student has not met the minimum industry standard and, in a real world situation, would not be considered for the job.

Score on Reviews App	Score Based on Interview Course Rubric
Meets Specifications	Strong Hire Acceptable Hire
Does Not Meet Specifications	Needs Some Improvements to Hire Needs a Lot of Improvements to Hire No Answer

Criteria	Meets Specifications
How would you rate the candidate's answer?	<p>For Technical Questions</p> <p>Candidate's answer</p> <ul style="list-style-type: none"> <li>• Answer is relevant (to the question asked and is job appropriate).</li> <li>• Answer is detailed (examples are provided and context explained).</li> <li>• Answer is technically correct (nothing incorrect is stated).</li> <li>• Answer is well reasoned (no obvious logical flaws).</li> <li>• Answer is complete (nothing is missing).</li> </ul> <p>Audio/Video/Interactive (apply criteria when appropriate):</p> <ul style="list-style-type: none"> <li>• Candidate uses best practices:             <ul style="list-style-type: none"> <li>○ Communicates</li> <li>○ Thinks out loud</li> <li>○ Moves fast to get thoughts down, ignoring small details</li> <li>○ Before coding, makes a plan</li> <li>○ Cleans up and checks answer when done</li> </ul> </li> <li>• If candidate gets stuck, one of the prescribed techniques is used:             <ul style="list-style-type: none"> <li>○ Asks questions</li> <li>○ Breaks a problem into simpler subproblems.</li> <li>○ Draws a picture</li> <li>○ Plays with sample input</li> <li>○ Removes a requirement, solves the problem, then tries to adapt solution to handle requirement</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Re-phrases/reduces the problem</li> <li>○ Pattern Matches: Does it look like a problem you already know how to solve (algorithm or data structure).</li> <li>○ Waits for a hint or asks for a hint</li> <li>● Candidate clarifies the question when it is unclear.</li> <li>● Candidate has put thought into collecting important questions for the company related to the specific projects/position or work environment.</li> </ul> <p>Answers to Behavioral Questions with a Technical Component</p> <ul style="list-style-type: none"> <li>● Candidate's response has a beginning, middle and an end.</li> <li>● Candidate follows the STAR method:             <ul style="list-style-type: none"> <li>○ Situation</li> <li>○ Task</li> <li>○ Action</li> <li>○ Result</li> </ul> </li> <li>● Candidate provides specific details             <ul style="list-style-type: none"> <li>○ Details in the candidate's narrative should be quantified and should convince the interviewer that the candidate would score high on this chart: <a href="http://github.hubspot.com/engineering-rubric">http://github.hubspot.com/engineering-rubric</a></li> </ul> </li> </ul>
How would you rate the candidate's composure and tone of voice while answering the question?	<p>Verbal</p> <ul style="list-style-type: none"> <li>● Candidate takes a moment to consider the question.             <ul style="list-style-type: none"> <li>○ Answers questions with appropriate wait time (a short pause at most)</li> <li>○ Thinks out loud</li> </ul> </li> <li>● Candidate responds speaking slowly and clearly.             <ul style="list-style-type: none"> <li>○ Avoids "um" and "ah" pauses (and tapping, hair twirling, etc.)</li> </ul> </li> <li>● Candidate starts simple and then expands.</li> <li>● Candidate responses are about 1.5 to 2 minutes.</li> </ul> <p>Visual</p> <ul style="list-style-type: none"> <li>● Candidate maintains good posture.</li> <li>● Candidate makes eye-contact with the interviewers.</li> <li>● Candidate smiles.</li> <li>● Candidate avoids nervous behavior (tapping, hair twirling, etc.).</li> <li>● Candidate answers the question clearly and directly.</li> <li>● Candidate uses proper language and enunciate their responses.</li> </ul> <p>Emotional Expression</p> <ul style="list-style-type: none"> <li>● Does the candidate exhibit these positive traits? (all these are mandatory)             <ul style="list-style-type: none"> <li>○ Patience</li> <li>○ Inquisitiveness</li> <li>○ Respect</li> </ul> </li> <li>● Candidate's tone is consistent with story (expresses excitement when talking about something exciting).             <ul style="list-style-type: none"> <li>○ Candidate appears neither arrogant, nor uncooperative.</li> </ul> </li> <li>● Candidate DID NOT:             <ul style="list-style-type: none"> <li>○ Bad-mouth previous employers</li> <li>○ Be negative about her/himself or her/his experience</li> </ul> </li> </ul>