So you want to be a TPIer

So, what is the TPI?

> Focus on Empathy, Aptitude, and Communication

Our Technical Pairing Interview is the first gate to working with Focused Labs. Right now we use an almost exact replica of an interview from a previous company. It's important that we understand why we replicated this interview and what the goal is.

We use this exercise as our first interview because it is objective, repeatable, canned, and has a consistent scoring system. The exercise tests a candidate's ability to implement an object oriented solution, test drive that solution, communicate about the code in that solution, and be empathetic to the boundaries we set. This interview is a great way to get a quick leading indicator of success and is a lot of fun!

Who should consider learning the TPI?

- A developer who is excellent at TDD and Pairing, and can demonstrate the value of these practices to a candidate who might not be familiar with them

- Someone who is comfortable and confident in their ability to accurately and quickly make a determination on weather a candidate is worth investing in a full day interview

- Someone who has the time and willingness to learn the exercise - it typically takes between 15 - 20 hours to be fully onboarded and ready to run TPIs on your own!

Process

1. Reach out to a current screener to kick off the process. You can also ping "@screeners" in Slack and that'll get to us.

2. Learning the Exercise

   a. You need to memorize the happy path of the exercise and be able to type the code quickly and accurately (maybe in around 15 minutes with minimal mistakes).

      i. This includes a fair number of IntelliJ shortcuts to learn, in order to maximize speed and visual clarity for the candidate. Consider if you can do the following without touching your mouse:

        1. Generate a constructor

        2. Automatically complete an if statement or for loop block

        3. Move a few lines of code in a file upwards or downwards

        4. Switch your cursor focus from the file on the left to the file on the right

        5. Open and close the test window or project window

   b. Additionally you'll need to memorize the talk track for the exercise.

   c. Some resources

      i. Video Recording of a Perfect TPI With Cece and Luke: https://drive.google.com/file/d/1YND9e7iL3SDQvTNXX67OlNO2fOI6Ixz8/view

3. Practice TPIs - This usually goes in a few phases

   a. Happy path TPIs with current screeners, where we'll be perfect candidates and you practice.

   b. Not happy path TPIs with current screeners, where we'll mimic candidates of varying quality.

4. Observe real world TPIs

   a. This is where you'll learn to score along with the screener giving the interview, and you'll discuss.

5. Start conducting TPIs

   a. At the beginning, you'll do this while being observed by a screener, who will help you score or even score for you.

6. Graduation! You'll now be a full screener and we'll add you to the Calendly rotation.

7. Profit

🦄 Pairing Interview