

## Interview Responses and Requirements Elicitation

### Questions and Responses from 3 CS majors

1. Rate the efficiency of your most recent company's onboarding process on a scale from 1-10
  - a. "I would say a 5. There's a lot of steps in the process that should be automated to take way less time."
  - b. "I would give it a 4. It seemed like they were unprepared for all the interns and just weren't ready at all."
  - c. "I would say a 4. A lot of areas took a lot of time or were completely unnecessary."
2. What parts of the onboarding process consume the most time?
  - a. "Getting permissions for all the resources took forever. Also watching required videos about things like professionalism in the workplace took a long time and seemed unnecessary."
  - b. "Learning the codebase took awhile, but so did the basic parts of the onboarding process like getting my dev environment setup and completing the workplace tutorials."
  - c. "It took awhile to learn about the system, like what I was working on since there were so many parts of the project. But also getting my resources downloaded with permissions, and things like that."
3. How much of the onboarding material do you think was relevant to your daily tasks?
  - a. "I'd say around 50%. A lot of the onboarding was general company policy and broad overviews, which didn't apply to my work directly."
  - b. "The onboarding material was mostly relevant, but some sections were redundant, especially those related to company-wide policies."
  - c. "I'd say around 70%. Understanding the codebase and reading the project documentation was essential, but the required company modules were irrelevant."
4. What would you change about the onboarding process if you could?
  - a. "I would speed up the setup of the dev environment. It took almost two days just to configure everything I needed on my machine"
  - b. "I would add a more structured mentorship program. This would've provided me with more direction within the team."
  - c. "I would make a system that tracks your progress during the onboarding process, so you can see what you've completed and what still needs to be done easier."

5. How long did it take you to feel fully integrated into your team?
  - a. "It took about 3 weeks for me to feel completely comfortable with my team. It wasn't until after onboarding and the first sprint that I felt fully engrained with the team."
  - b. "I would say I felt like a part of the team after the first sprint. It helped me get in rhythm and learn what I must do for the remainder of my internship."
  - c. "It took about a month to feel integrated. It wasn't until after onboarding, the first spring, and sprint review where I felt fully integrated with the team."
6. Were there any gaps in the documentation that made onboarding difficult?
  - a. "Yes, some API documentation was outdated, which made it confusing trying to implement certain features."
  - b. "The high-level architecture was well documented, but the smaller components lacked proper explanation. It was hard to understand the bigger picture since there wasn't enough explanation of the smaller parts."
  - c. "A lot of the documentation assumed prior knowledge of the codebase, so it would've been helpful if we had a better guide for new developers joining the team."
7. How much time did your mentor or other team members spend helping you during onboarding?
  - a. "My mentor spent about 30 minutes with me each day during the first week, but after that it was more so around just an hour a week."
  - a. "My mentor was very involved during the first couple days but they became less available after that. This made it difficult to understand resources properly after the onboarding process."
  - a. "The team was involved a lot during the first sprint, since all the interns were getting acclimated to the process, but after that we were pretty much on our own."
8. What were some of the most frustrating parts of the onboarding process?
  - a. "Getting permissions for all the tools I needed took a very long time and was super frustrating. This felt like something that could've been done prior to me getting there, or something that could be automated."
  - b. "Understanding the codebase was a challenge. Some parts just lacked proper explanations and comments. It felt like you wouldn't be able to understand it unless you were there since the beginning of development."
  - c. "Setting up the development environment was super frustrating because there were dependencies that weren't documented well at all."

9. Did you feel like you had a clear understanding of the project's goals after the onboarding?
- a. 'Not right away. The goals were communicated during team meetings, but it took some time to connect those with my specific tasks.'
  - b. "It took a while to get a full picture of the project's goals because most of the information was scattered across emails and documentation."
  - c. " Yes, but it took a couple of days to grasp how my work would contribute to the broader project."