

Applicant Screening Questionnaire

1. Have you been learning a new programming language in the past month for work? [Yes / No]
2. If yes, please list the language you are learning, as well as the language you have been predominantly using at work. (Ex. Learning Python, predominantly working with R)
3. Can you briefly describe a specific frustration you have encountered while working with the language? **(one sentence)**
4. Can we follow-up with you for additional details? [Yes / No]

Interview Script

Section 1: About You

Background

1. Tell me about yourself, and what you are currently working on.

Section 2: Learning Process

Subtopic 1: First Steps

These next 3 questions pertain to the candidates first actions when learning the new language they are currently working on

1. In the screening, you mentioned that you are learning _____(language). Why did you have to learn this language?
2. What was the onboarding experience like for the project or language?
3. What were the first stumbling blocks you encountered while starting to learn the language?

4. Did you have to learn how to use any new tools in order to program in this language?
 - a. Can you discuss how you learned the _____ ecosystem?

Subtopic 2: Obstacles

These questions dig into the obstacle that is listed on the pre screening

1. You mentioned _____ in the screening. Can you elaborate on this experience?
2. How did you overcome this issue? If you are still working through it what will you try next?
3. Can you talk about something in _____ (new language) that surprised you?
4. Can you tell me about a time when you misunderstood/got tripped up by something in _____ (new language) because of an old habit from _____ (old language)?

Subtopic 3: Reflection

These questions reflect on the current learning process as a whole

1. Aside from the frustration we just discussed, can you describe another difficult aspect of making the switch?
2. When encountering issues, did you ever seek assistance from the [language] community?
 - a. If yes
 - i. Where did you go?
 - ii. Can you describe your interaction with the community?

Subtopic 4: General Strategy

1. Let's say that you are tasked with writing some code in _____ (new language) that you already know how to do in _____ (old language). How would you approach this task?