

Date:  
Phone Screen. <TYPE> with <TEAMMATE>.

Name:  
Application:  
LinkedIn:

**Anticipated level:**  
**Demonstrated level:**  
**Decision:**

**Resume summary:**

<b>Education:</b>
<b>Experience:</b> <ul style="list-style-type: none"><li>•</li></ul>
<b>Tech:</b> <ul style="list-style-type: none"><li>•</li></ul>

**Behavioral:**  
*Leadership skills to evaluate: Resume, culture fit*

Interviewer	Interviewee
Technical Experience: Ask about resume or intro, dig for technical detail, process, thinking, etc.	Situation:  Task:  Action:  Result:
Cultural Fit: Ask about what they want next, what matters in a job/team/company?	Situation:  Task:  Action:  Result:
Behavioral expectations	
<input type="checkbox"/> Gives enough context	

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- ☐ Provides enough technical detail
  - ☐ They can discuss stories with technical depth
  - ☐ They can articulate their role/technical responsibilities in a story
- ☐ Expose the scope of their knowledge and experience
- ☐ Articulate cultural expectations
- ☐ Demonstrate company cultural values

### Technical:

*Technical skills to evaluate:*

Problem – Prompt
Problem – Ext 1
Problem – Ext 2
Problem – Design discussion

Engineering Expectations
<ul style="list-style-type: none"><li><input type="checkbox"/> Could they describe edge cases / walk through / test the code?</li><li><input type="checkbox"/> Could they talk about their choices through asymptotic analysis?</li><li><input type="checkbox"/> Logic:<ul style="list-style-type: none"><li><input type="checkbox"/> Did their approach make sense?</li><li><input type="checkbox"/> Would it work?</li><li><input type="checkbox"/> Can they make reasonable arguments for why they chose that solution?</li></ul></li><li><input type="checkbox"/> Problem solving:<ul style="list-style-type: none"><li><input type="checkbox"/> Did they demonstrate an understanding of the solution?</li><li><input type="checkbox"/> Could they solve their own bugs/errors without help?</li><li><input type="checkbox"/> Can they find their own bugs/errors without help?</li></ul></li><li><input type="checkbox"/> Maintainable code:<ul style="list-style-type: none"><li><input type="checkbox"/> Was their code readable?</li></ul></li></ul>

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<div><input type="checkbox"/> Was it easy to understand?</div> <div><input type="checkbox"/> Were naming conventions consistent?</div> <div><input type="checkbox"/> Were names clear on variable purpose?</div> <div><input type="checkbox"/> Handles ambiguity</div> <div><input type="checkbox"/> Asks clarifying questions</div> <div><input type="checkbox"/> Avoids assumptions – or at least mentions when they are assuming</div>
Their Solution

BACKUP PROBLEM
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**Their Questions:**

Q	A