STARs Framework

* Situation: One time, I was assigned to a budget management system individually because there were a lot of urgent projects at that time. That project was to calculate the profit or loss depending on the income, the office expenses and the salaries for the staff. I had to complete it in one month and I didn’t have a lot of knowledge about HR policy like how to calculate the salary at the end of the month, based on the work overtime and the leaves the staff took.
* Action: So, immediately after I was assigned, I went to the HR office and learned about HR policies, discussed with my project manager and confirmed the requirements with the client. Then, I designed the database design and application design. After taking requirement analysis and design for 8 days, I started working on coding. It took about 10 days.
* Result: After I did testing steps and I made presentations with clients one day before the deadline. The client was happy because that was exactly what they wanted and I could deploy the application on time. I also got a bonus for that month.

Follow up Question: What will be the biggest challenge for someone in this position?



* Situation: On my previous project, I was assigned to write an API for web and android applications. After my API was ready, the only one Android developer from my team got Covid and he had to take leave. At that time, I’m the only one who was available and I had to continue his Android project. I didn’t have experience with writing Android projects, I had to learn how it works.
* Action: I learned from his previous Android projects and watched Android tutorials from Youtube. Then, I continued his Android project.
* Result: Finally, I could deliver that Android application on time with expected results. I got a lot of knowledge about Android and I was able to open for the future Android tasks especially for maintenance.

Follow up Question: How does your team support the team member to learn new technologies?



* Situation: In my last company, I was assigned to make an existing retailer application improvement on delta at showing the transaction history. I had to figure out the root reason for that delay in a week.
* Action: I found out the first reason in one day that the existing application retrieved all data from the database, not only what it wanted to show. So, I checked every SQL queries to retrieve only desired data. Then for the second reason of delay, when the application was showing the list of data, I changed the codes to retrieve exact numbers of rows as the pagination, instead of getting all transaction rows from the database at one time.
* Result: By doing that, I’ve reduced 80% of delay time and I got a lot of knowledge to make future projects better in that case.

Follow up Question: How does your team maintain the code standard for the projects?



* Situation: My last company made promotions and salary raises yearly. Project manager only had to do an appraisal for all employees and our boss wanted to remove the PM's stress on that and gave us the challenge to come up with the best idea.
* Action: I proposed an application called “Easy Appraisal”, allowing all other employees to make appraisal by using “360 degree feedback”. So, each employee will get feedback on his/her performance from all different levels of management. After that proposal, the boss and my manager were excited about that and they gave me two weeks.
* Result: I successfully completed that project with expected goals before the deadline. They’re still using that appraisal application starting from that year. I also got promoted that year too.

Follow up Question: What kind of projects is your team working mainly? (internal projects or projects from clients)



* Situation: When I first joined the last company, there was a new employee like me. As we were very new to that company and we were assigned to complete a project under a team lead. Because that was her first job and she was afraid of the deadline.
* Action: So, I talked to her and motivated her that we can do that before the deadline. Then we read the materials the company gave, shared what we got and we did it the best together.
* Result: Finally we finished that project with all expected results. Our team lead reported to the project manager and we got good feedback from them. So, I felt like I could build a strong relationship with trust and collaboration between my colleague, team lead, project manager and me.

Follow up Question: What is the team structure for developing the projects?