

title: **(USA coders) Any success with coding interview accommodations?**

num_comments: 25

num_up_votes: 37

upvote_ratio: 0.91

Post Text

I always ask for an essentially untimed (extra time sufficient to eliminate non-essential stress) format as an accommodation for coding interview. This really gunks up the works and the interactive process can last months and has exceeded a year more than once. I work at a prestigious company, so I get contacted by recruiters regularl, so getting interviews is never the problem. what's been your experience? Are there accommodations you've found for coding interviews that cause less friction and still meet your needs?

Comments

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: 57

this is gonna get down voted. that's ok.

as this is a public forum, I will share my opinion.

I am an engineering manager with ADHD so I am ok with the condition. most are not and they have reservations. as our jobs are very functional , everyone wants the best of the best thay csn hire.

due the nature of the job and its high demand nature, I wouldn't even tell my future employer about my condition. they may consider it a limitation. you won't be able to sue as you wouldn't know.

also most of the time the recruiter and the Hr and hiring manager (I know, I am hiring people) work very closely together and nothing discussed during thr process is kept a secret.

good luck. my company will make all accommodation needed. however, as the interviewer will have to be informed about the accommodation as they will be part of it, they will be aware of your condition. we have an extensive support here for mental health and conditions.

that's just my company. looking forward to hearing from rest of the community

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 21

Tbh, most advice I've read post IEP (so after HS/higher education) has said not to disclose until hired, so don't feel you're alone in that.

Many people have reservations about anything "atypical" being disclosed (as that person) and are worried they'd be skipped for someone else (a valid concern). I think your advice covers a lot of ground including preventing unnecessary sharing of your personal info.

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: 15

I never told any of my managers when I was an IC. as a manager now it will detrimental to my career growth.

it's difficult to understand, how difficult it is to subscribe to the inclusivity concept even when it is preached heavily.

the neuro typical will always pick the safest choice so they can relate to them better (or so they think).

man it's a hard world for people with metal conditions

Commenter_2

ID: REDACTED! ~(o.o)~ <3, Upvotes: 6

I 100% know it's a typo, but I can get behind having a *metal condition*, where you might show up for a meeting looking like Lemmy from Motörhead.

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: 4

I would love me some metal condition myself brother. lol. all I got is mental condition. lol .

Commenter_3

ID: REDACTED! ~(o.o)~ <3, Upvotes: 4

IANAL, but am currently being trained to interview... not sure why you are implying whether or not the applicant has ADHD/any accommodation they may or may not receive would be a factor in hiring since it is considered a disability under ADA and your interview questions, notes, and all other materials used in the hiring process have to be turned over to the applicant and their lawyers if they choose to sue you...

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 5

Imagine suing every company you interviewed with because you did not get the position. I can list more than hundred reasons here for legally not hiring a person for a position without getting sued. also sue too many times, you will likely get black listed, you will be a legal liability.

America is an at will employment.

example, usually when a person is Rockstar, we don't hire them. we don't write anywhere that he/she is a Rockstar but we just say they were not a good cultural fit. you cannot sue us for that any number of documents handed over to ADA.

it Is pretty messed up.

van you share how are you being trained? maybe we can learn something from it.

Commenter_3

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

I'm not saying that any one person would sue every company that rejected them... but if a group of applicants with ADHD got together on a forum like this and realized they were all rejected by the same company... depending on how many of them there were, they might have a good case.

Not sure I can share my training. Sorry.

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

trying to understand this, a huge company that you work for currently is training you to interview so you can find job elsewhere? how does this work ?

I work for a huge company and we train zero people to interview for positions.

that said, can't you share which aspect they focus on?

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
thanks for my first award ever.

Commenter_5

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
Sometimes your condition becomes public knowledge because a drug test, aka taking stimulant for ADHD

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
Interviewed at FAANG, all were happy to give me accommodations immediately and open positions ONLY for disabled potential candidates. Google announced supporting autism and having a different process.

The big companies who are prestigious know, that disabilities are not lowering anybody's talent. The people bring other things to the table - so nothing not to disclose. Since ADHD differs very much in the variation of symptoms, we cannot generalize when it's easier or not to integrate in the company/meetings etc.

My major issue is memorizing, so I need everything written and not be interrupted in my work process unless we brainstorm. Works fine and barely needs adjustments, got called often times "an idea box".

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
>open positions ONLY for disabled potential candidates

dude! really! that is messed up if you ask me.

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2
Inclusion and equality is messed up, but putting disabled people through the same interview conditions to their disadvantage to others is fair? Yeah right, tell me more about it. It's like saying an impaired person shouldn't have the possibility to have a text-to-speech option in their interview. xD

<https://cloud.google.com/blog/topics/inside-google-cloud/google-cloud-launches-a-career-program-for-people-with-autism>

And a side note: Google is **number one** in the industry in disability hirings. My accommodation lady from the organization told me as they work since 10 years together and Meta just hoped on the train as well with them. JUST SAYING ;)

OP

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1
I gotta disagree about Google. My experiences with them have been horrible in regards to accommodations. Amongst the worst I've encountered.

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

My experience so far has been great, as I went into interviewing stage. I got my accommodations - so nothing to complain here. It really depends who needs what, in the end me working and me interviewing are two different situations.

BUT: Talking about Europe. :)

OP

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

Europe... That is an important detail.

Commenter_8

ID: REDACTED! ~(o.o)~ <3, Upvotes: 18

Are you saying you've taken more than a year to complete a job interview process? I'm a bit confused.

I only had a few interviews before finding a job and I'm not doing anything prestigious. I was given taken home projects with a few day limit. Would you be able to handle that type of thing or are we talking no time limits at all?

OP

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

No, I've had discussion of the accommodation take more than 12 months. When I say "essentially untimed", that means providing sufficient extra time such that the exercise is essential untimed — non-essential stress of unrealistic time pressure is eliminated as a factor.

Commenter_9

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

I would refuse to even solve those bullshit questions.

I have done those type of problems on the rare occasion in my own personal time because I enjoy them sometimes, but I wouldn't do them for an interview.

Then again, it's a great test for me to tell how much I would hate working at a place like that. So, I suppose asking them saves both parties time in the end.

Commenter_10

ID: REDACTED! ~(o.o)~ <3, Upvotes: 4

I'd never mention it to employers.

From the employers perspective, one of the main things they look for is someone who can get things done on time / quickly.

Telling them straight up that they can never have any time-based expectations of you, I think is going to really reduce your chance at being picked.

Unless you've got some other really special skill that they can't get from anybody else. But even then, it would have to be something that they can clearly understand and be actively seeking... such as some specific product that nobody else has experience with or something.

Just being very good at programming isn't as tangible in discussion. So it wouldn't be enough to counteract

telling them that they can't expect any reliable delivery times from you.

I have hyper productive periods, and then also periods where I get nothing done. It balances out overall.

And with programming, it's hard for others to really know exactly when we are/aren't being productive, because most of the unpredictableness in our industry comes from unexpected technical dependency/bug issues that aren't our fault anyway.

OP

ID: REDACTED! ~(o.o)~ <3, Upvotes: 6

The reason for the accommodation is to eliminate non-essential stress from a scenario that does not match the actual work. While many coding interviews last around 45 minutes, the average coding assignment in the workplace is scoped for two weeks. Having difficulties in the interview setting says nothing of the ability to deliver projects on a 2 week schedule. In my case, I've undergone neuropsychological testing that demonstrates severe difficulty in timed tests while removal of timing results in optimal solutions done under the the expected time (timed without my knowledge). What this means is that coding interviews with unrealistic timing are biased against an aspect of my disability.

Commenter_11

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

I was just thinking the same thing! I have had a couple of interviews recently where I have been observed for the coding test and i have gotten overwhelmed and then just cannot work out basic problems.

I have another couple of interviews coming up and I was wondering if I could request a non observed code test to give me a better chance but from what people have put here that sounds like a bad idea.

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

I did it several times and it was never a disadvantage - some of the best coders and researchers have actually ADHD.

I also have anxiety during interviews, so I am not allowed to be interrupted until I wrote out what I wanted or pause to get feedback and get due to that extra time. The simple fact somebody IS WATCHING ME is driving me nuts. Had 2-3 which were in the end even fun, as I knew I won't get judged on me being quiet in between (some company interviewers give minus points for hesitation etc). **Best** decision ever.

And whoever says in real life it's similar: it is **not**. We hyper focus because we like what we do and I plug in earpods and bam am in my delivery mode. I deliver even better with time pressure, I just don't like being watched or explain everything as I get lost in details in an unknown environment. Need also everything written, so I can mark on it and visualize solutions.

OP

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

It's not so much the idea as the people are bad, in my experience. Some are intentionally so, while others have to work within the constraints of a culture that was formed by them. My best outcome was about 12 months of emails regarding the accommodation with an offer I accepted in the end. That was at the tail end of an unemployment period that lasted many years.