

# Evaluating Interview Candidates

- Evaluate candidates based on their English fluency and technical skills.
- Consider standardized examination scores such as college entrance exams, TOEFL, IELTS, and SAT.
- Assess whether someone who excels in their early twenties is likely to be promising in the future.
- Analyze different aspects of the candidate.
- Look for evidence of trustworthiness based on their long-term work record, such as years of blog posts or open-source project contributions.
- Gather more information about the candidate.
- Observe their reactions and responses to see if they are detailed, careful, and concise.
- Analyze the candidate's drive and curiosity.
- Determine whether candidates will stay in the job for years.
- Challenge candidates with difficult questions.
- Look for evidence of taste in candidates, such as clean, simple, and elegant qualities in their work or speech.
- Peter Thiel's question: "What important truth do very few people agree with you on?"