

Category	Questions can meet	Key Tips	Sample answer
Introduction	Tell me about yourself	Answer 4 questions: Name Position Years of experience Experience in which field?	My name is (your name), I'm working as a (position) in Sutrix Solution. I have (number) years experiences in (your experiences)...
	What are your strengths?	Choose 3-4 strengths : Knowledge-based skills (tech) Other skills (soft, non-tech): Communication, Problem solving, Planning... Personal characteristics: Flexible, Hardworking, Friendly,... <i>Lưu ý: Must have technical strengths</i>	<p>I think one of my greatest professional strength is ... I also feel that I'm good at ... skill when I have the ability to ... I believe that my strengths can support me to become a good (position).</p> <p>Some senario:</p> <ul style="list-style-type: none"> - Knowledge-based skills: Techical skills, Languages, Certificate,... - Transferable skills: Communication, Problem solving, Planning,... - Personal traits: Flexible, Hardworking, Friendly,...

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	What are your weaknesses?	<p>Choose 2 weaknesses</p> <p>Soft skills (not good time management, planning, ...)</p> <p>Personal characteristics (too focus, too shy, too details oriented...)</p> <p>BUT: I'm fixing these weaknesses BY...</p> <ul style="list-style-type: none"> - Having a calendar/timetable to work - Try to communicate more with team <p>Lupa ý: Must NOT have technical weaknesses</p>	<p>1. Focus too much on the details 2. Being unfamiliar with the latest technology/ software 3. Lacking confidence</p> <p>Example answer:</p> <p>1. My greatest weakness is that I sometimes focus too much on the details of a project and spend too much time analyzing the finer points. I've been striving to improve in this area by checking in with myself at regular intervals and giving myself a chance to re-focusing on the bigger picture. That way I can still ensure quality without getting so caught up in the details that it affects my productivity or the team's ability to meet the deadline</p> <p>2. I'm not familiar with the latest version of [insert name of non-critical software]. Instead, I've focused on [insert name of preferred software] because user-centric design has become a strong passion of mine. In my last few jobs, that's where I've spent time learning and growing.</p> <p>3. I'm naturally shy. After being a part of a workgroup that didn't meet our strategic goals two quarters in a row, I knew I owed it to my team and myself to confidently share my ideas. I learned practical skills around leading discussions and sharing diverse perspectives. Now, in group settings, I always start conversations with the quieter folks. I know exactly how they feel, and people can be amazing once they start talking</p>

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	What three words would your colleagues use to describe you?	Choose 3 Personal Characteristics (Client will like: Hard-working, Organized, Supportive, Responsible...)	<p>There are more than 3 words to describe myself, but I will choose these 3 :</p> <ul style="list-style-type: none"> - Hardworking: Whenever I'm in any project, I will actually put all my dedication for it to deliver best results to the customers. - Professional: We have the experience working with the global customers, therefore we are trained to work in the most professional manner - Supportive: We are trained to be always side by side with the customers and ready for help, so supportive status is also our commitment to the customers. - Responsible: My working habit is putting all the efforts for the project success, so I'm always responsible for the task results and ready to fix it if problems happened. - Friendly: I think the most important thing to deliver the best result is the cooperation among team members. To develop this, we are all friendly to each other and work together with a calm mind. - ...
	How do you deal with pressure/ stressful situations?	<p>Option1: PREPARE WELL before so LESS STRESSES</p> <p>Option 2: KEEP CALM and MAKE PLAN</p>	<p>Example answer:</p> <p>I was recently assigned a last-minute project. Instead of panicking, I took a few moments to outline a schedule and map out my game plan. Then I got to work. I made sure to communicate my progress with my manager so that they could stay in the loop. If any problems came up, I looped them in so we could troubleshoot and continue to make progress. I was able to complete the project on time, and the client was thrilled.</p>
	Are you willing to work overtime?	<p>YES IF IT'S FOR THE PROJECT</p> <p>IT'S NORMAL FOR ME, I don't mind it.</p>	<p>I understand that it will be necessary to work overtime. Generally I feel that the work can be completed on time if we work sincerely and utilize the work hours. I have no problem in working overtime if the project deadlines are very tight and requires me to work hard</p>

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	Your skills or characteristics make you an effective remote worker?	Except for my technical skills, I also have: - GOOD COMMUNICATION SKILLS - ABILITY TO WORK IN MULTI ENVIRONMENT	- Im very strong at Written and Verbal Communication Skills . It's very important for working remotely when we need to make sure that everyone can understand you. - I have the ability to Adapt with multi working culture , I have worked with clients in Japan, Hongkong, France,... and I feel that different culture is not a challenge for me when I can work with them effectively. - Im very confident at my Organization skills . At the beginning of the day, I always list down all tasks has to be finished today. Furthermore, I also have the ability to complete an extremely urgent task.
Working experiences	What are your working experiences?	Year of experience Experience in which industry/technology expertise...	(Number) years of experience in (technology experiences). I also have advanced experiences in (industry: e-commerce/ telecom/ finance/ automotive...)
	Tell me about a project you completed successfully. Why do you consider it a success?	Talk 3 things about the project: - Project description - Team member - Your responsibility Why success: - Customer satisfied - On-time deadline - Feel proud of myself	According to me, there are many factors that decide the level of success after any project. But these are the key factors I think is the most important: - Customer satisfaction : We are paid for the final product delivered to the customers, so making the customers satisfied is the most important one. Customers can have different level of satisfaction, however we are ready to listen to their feedbacks for better cooperation in the future. - Can catchup a tightly deadline : Timely delivery is also an important factor because that is what we commit to the customers and it also reflect the level of our professional working skills - Achieve something that you have never done it before : Do new projects, take on new challenges and deliver it with best results is also a kind of success as it proves our capability to walk outside our limitation and go further in the future. - ...

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	Tell me about a challenges you have to face at work, and how you dealt with it?	<p>Choose 2 challenges:</p> <p>CONFLICT IDEA WITH TEAM</p> <p>TOO RUSHED</p> <p>MISCOMMUNICATION</p> <p>BUT:</p> <p>WE HAVE A PROCESS NOW TO WORK</p>	<p>Challenges or difficulties happen all the time, but it's not a big deal as we all have ways to overcome it . For example:</p> <ul style="list-style-type: none"> - Miscommunication with team members: We met this problem in the past, but we now have daily meeting so that everybody can understand the whole process and know what other members are doing - Disagreement with team members: We often have disagreements during the project, but it's all for the common benefits and project success. The best way to do it is to have a strong leader that could connect all the things and satisfy all the idea. - Lacking expertise/ experiences: This happens when I was in the project at the beginning days, or when we have to deal with the totally new project that we don't have nay similar expertise or documents. However, the project manager and leader will guide us to do it, and then we get the experience. <p>...</p>
	What do you consider to be your biggest achievement?	<ul style="list-style-type: none"> - Feel respected by others - Project successful delievered - Gain new skills 	<ul style="list-style-type: none"> - Project success: I'm very proud that I have joined in many projects at Sutrix, and most of them succeeded and satisfied the customers. - Leading skill: After a long time working at Sutrix, I grow myself to a higher level and gain more experience enough to lead a small team - Recognition from colleagues: I was in many projects, and had chance to work with different people with different culture. They all respect me and listen to my opinion.

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	Have you ever had a failed project? Give me an example and explain why you think it was a failure	<ul style="list-style-type: none"> - Late project delivery - Customer unsatisfied <p>BECAUSE: TOO RUSHED DEADLINE</p>	<p>Failures are hard to avoid during the time working, but I think we got lesson learned from these failures and try to remove it for the future project. Here are some kind of failure we met:</p> <ul style="list-style-type: none"> - Customer's dissatisfaction: We have many global clients, so the dissatisfaction often comes from different working culture. However, it just happens with clients come from totally new regions that we didn't work with. Now we minizes this possibility to the lowest level. - Can not catchup timeline: Often when there are many projects to deal with at the same time, or when the client request is in urgent status so we can not handle it on time. However, now we are very careful with the timeline committed to the client, and we will update the project status frequently to let them catch up. - Unqualified project: Maybe the projects get problem when go live, or bugs occur when demonstrating in different devices. However we will commit to check it carefully before deliver to the client.
	Tell me about a time you demonstrated Leadership skills		At that time, my manager/ leader was absented, I had to lead the team to bring the project to success. At the start of each new project, I would review all backgrounds to ensure every member would get to do what they're best at. Delegating tasks and combining the strengths of the team members to create a team that worked effectively.
			(Number) months ago I had to make a toughest decision when I was working on a team project, I had to choose the satisfaction of client or our team member. If I choose client, my team member had to work at midnight. So I told him that we need to finish this task that day, and I will let him off the following day.

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Interest	What are your hobbies/ interests?	<ul style="list-style-type: none"> - Sport - Company trip - Travelling - Reading books 	<p>Because I have to sit at a place and code all the time, so I often participate in outdoor activities whenever I have free time to practice the physical health and relax.</p> <ul style="list-style-type: none"> - Playing sports (swimming, basketball, football...) - Joining in company's club: we have some interesting club in the company such as English club, sport club, music club... - Participate in community activities: i join the blood donation club, environment protection club ... - Reading books: I like to read business books to understand more about the customers demand and learn good tips to work with different client cultures - Go travelling: I love travel to new destination and discover this place myself, then take moment pictures and share it to my friends
	What do you usually do when you finished all your tasks?	EXPLORE NEW THINGS	<p>When I am done with all the projects, I open Chrome and start searching, exploring and reading about new technologies. Sometimes I judge websites by checking their DOMAIN Authority using MOZ Toolbar or by detecting through WAPPALYZER which technology is involved in the development of the website</p> <p>Also, I check Developer Console of every website, what they have mistakenly or intentionally returned on the Console. I was stunned to see DEV.TO website logging DEV word on the developer console.</p>
Scrum/ Agile	Describe your working day		<p>This is my daily routine:</p> <ul style="list-style-type: none"> - 9am: Come in, check emails, arrange short, medium and long-term to-do lists, organise meetings - 10am: Standup meeting, coordinate day and organise collaboration - 10:30 am - 12:00am: Carry out coding, problem-solving and development. - 12:00 am - 13:00: Lunch & Nap sleep - 13:00 - 18:00: Coding, problem-solving. - 18:00 - 19:00: Gym, exercise, physical activities - After 19:00: Time with family and friends <p>If I have to OT, I will stay at work</p>

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	What are the scrum ceremonies?		<ul style="list-style-type: none"> - Sprint Planning Meeting: To define “What are we going to work on, and how are we going to do it?” - Daily Scrum: Usually 15-minute stand-up meeting to discuss the work of team members - Sprint Review Meeting: Held at the end of each sprint to demonstrate the added functionality - Sprint Retrospective Meeting: The Scrum Team meets to reflect on their previous Sprint and to figure out what went well, what did not and what can be improved
	Have you worked in a scrum team before?		Yes. I have worked for a project named (name of project) as a (position) and my responsibilities are ...
	What do you do in daily scrum?		The Development Team meets for 15 minutes (or less) every day of the Sprint to inspect progress toward the Sprint Goal. We describe for each other how their own work is going, ask for help when needed, and consider whether they are still on track to meet the Sprint Goal. This is not a status meeting but is instead an opportunity for the Development Team to inspect and adapt the product and process on a daily basis
Problem Solving	During the test, you found a bug and reported it to the developer, but the developer did not agree it was a bug. What will you do next?		<ul style="list-style-type: none"> - Investigate the reason why a developer refuse to fix the bug: + If they lazy, request or inform this case to dev lead, then escalate to PM if they don't change mindset + If they cannot reproduce the bug, double check the reason: <ul style="list-style-type: none"> + CMS/Framework/Library doesn't support and they have no solution to fix that bug => Ask developer add comment and confirm one more time with PM/PO about this + Different environment/system between QC and dev: send all information about version of app/browser. resolution, name of browser, ... and try to reproduce in their computer + If developer base on requirement, and the requirement have no mentioned about this bug: Discuss with PM/PO to get final confirmation from them, if it's correct, convert Bug to "Change request". + If it belongs to feature of next sprint, confirm with PM/PO one more time to move that bug to Backlog or next sprint.
	What will you do if the bug is leaked to the end user?		<ul style="list-style-type: none"> - Log bug and escalate this bug immediately to PM and development team, it should be Highest priority so whole team should focus on it first. - For QC side, we will take note and update it in the test case. In next testing, QC team won't miss this issue anymore

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	ASKED QUESTIONS		
	Introduce about your self? Spelling your name?		
	What are your experience with X (Technology)		
	Can you share about your project with X Technology ?		
	What do you look for in code review (Tools)		
	Tell me about your understanding with SOLID Design Principle ?		
	If we have problem & require your assistance, can you help to assit for the engineer?		
	Can you communicate well with the team?		
	Do you have any experience in middleware ?		