



Learner Interview Prep Guide

Purpose

- Learners will practice behavioral and technical interviewing
- Learners will receive feedback on their interview and become better prepared for their next interview.
- LaunchCode staff will receive scores for each learner to determine if make-up interviews will need to be scheduled for the following week.

Estimated Breakdown of Time for Each Learner (30 minutes each)

0:00-0:02	Introduce yourself as you would in an actual interview and ease into the space.
0:02-0:07	Behavioral Questions
0:07-0:17	Technical Questions (Concept and Project)
0:17-0:20	Allow Interviewee to practice asking questions (interviewer can fabricate answers)
0:20-0:25	Immediate feedback discussion
0:25-0:30	Dismiss learner, finish scoring the interview and reset before the next interviewee.

Scoring and Feedback

- The rubrics provided are designed to help interviewers understand what we are looking for to determine proficiency in each component of their interviews.
- Ultimately, we will be collecting the following scores:
 - Behavioral (1-5)
 - Technical (1-5)
 - Professionalism (1-5)
- In addition to numerical scores, each learner should receive real time feedback from interviewers.
- It is also very helpful for LaunchCode staff if you leave additional comments about the interviews to guide future learning conversations.

BEHAVIORAL INTERVIEW SCORE				
<p><u>5 - Exceptional Interview Skills</u></p> <p><i>Prepared, authentic, and self-aware Concise, confident answers. Not arrogant. Answered all questions thoroughly and with examples Utilized the STAR method (Situation, Task, Action, Response). Demonstrated transferable skills and a passion for technology.</i></p>	<p><u>4 - Good Interview Skills (would recommend for apprenticeship)</u></p> <p><i>All questions were answered with detail. Communicated transferable skills well. Answers were focused and relevant. Confident, not arrogant Utilized the STAR method (Situation, Task, Action, Response).</i></p>	<p><u>3- Adequate Interview Skills (needs light practice before apprenticeship)</u></p> <p><i>All questions were relevant and had some detail. Prepared but could use practice Stumbled or rambled occasionally. Too many or too few details in answers. Demonstrated some transferable skills. Some confidence. Significantly missed the answer to a maximum of one of the questions.</i></p>	<p><u>2 - Inadequate Interview Skills (needs significant practice before apprenticeship)</u></p> <p><i>Stumbled or rambled through some answers. Needs to rehearse or practice answers. Overly arrogant or lacked confidence in a way that distracted from responses. Inauthentic or forced. Missed answers to multiple questions. Did not demonstrate transferable skills.</i></p>	<p><u>1 - Poor Interview Skills</u></p> <p><i>Did not articulate their transferable skills or related experiences. Poor delivery of answers (could include 1 sentence answers or only having time to answer 1 or 2 question) Did not address the questions asked.</i></p>

TECHNICAL INTERVIEW SCORE				
<u>5 - Exceptional Interview Skills</u>	<u>4 - Good Interview Skills (would recommend for apprenticeship)</u>	<u>3- Adequate Interview Skills (needs light practice before apprenticeship)</u>	<u>2 - Inadequate Interview Skills (needs significant practice before apprenticeship)</u>	<u>1 - Poor Interview Skills</u>
<p>Answered all questions confidently. Is concise and clear in their responses. Provides examples of use when answering concept questions. Talks knowledgeably and passionately about their project. Expresses clearly the why behind their project. Confidently discusses technologies used & why.</p>	<p>Answered questions confidently. Is concise and clear in their responses. Provides examples of use when answering some concept questions. Talks knowledgeably about their project. Identifies the business need and user capability of their project. Confidently discusses technologies used & why.</p>	<p>Answered most questions correctly. May lack confidence and ramble or stumble in some questions. Is mostly concise and clear. Provides at least one example of use for concept questions. If unable to answer a question, can identify resources to help them find the answer. Is articulate about their project, but lacks confidence or is unsteady. Needs practice in discussing rationales, but can state what their project does.</p>	<p>Stumbled or rambled through most answers. Lacks rationale for choices. Does not provide examples of use for concept questions. Missed answers to multiple questions. Lacks confidence. Talked around concepts but never arrived at the correct answers. Struggled identifying how they would find the answer if they didn't know.</p>	<p>Did not answer most questions or answered most incorrectly. Did not provide detail about the project. Cannot articulate the rationale behind decisions made for the project. Significantly lacked confidence. Could not identify resources to assist in finding answers. Struggled to discuss the project, its purpose, and their contributions to it.</p>

PROFESSIONALISM SCORE

<u>5 - Exceptional Interview Skills</u>	<u>4 - Good Interview Skills (would recommend for apprenticeship)</u>	<u>3- Adequate Interview Skills (needs light practice before apprenticeship)</u>	<u>2 - Inadequate Interview Skills (needs significant practice before apprenticeship)</u>	<u>1 - Poor Interview Skills</u>
<i>Professional behavior and language. Personable demeanor. Neat appearance. Appropriate gestures only. Clear voice and volume. Attentive posture and eye contact. Did not interrupt the interviewer. Invested in the interview throughout.</i>	<i>Professional behavior and language. Approachable demeanor. Neat appearance. Appropriate gestures only. Clear voice and volume. Appropriate posture and eye contact. Did not interrupt the interviewer. Demonstrated interest in the interview.</i>	<i>Courteous if not entirely professional behavior and language. Appropriate gestures used. Mostly neat appearance. Mostly clear voice and/or volume. Mostly attentive posture and eye contact. Hurried or sluggish answers. Basic interest shown. Generally consistent responses.</i>	<i>Courteous but overly friendly behavior or unapproachable but not disrespectful behavior. Minimal distracting gestures. Untidy appearance. Makes some eye contact, but seems distracted. Interrupted or hurried the interviewer. Minimal interest shown. Lacked interest in the interview.</i>	<i>Unacceptable language used. Unfriendly demeanor. Inappropriate gestures used. Untidy appearance and inappropriate clothing choices. Unclear voice with inappropriate volume. Interrupted or hurried interviewer repeatedly. Disinterested. Passive approach.</i>



Behavioral

- Tell me about yourself and your background.
- Why do you want to be a programmer?
- What is your greatest strength?
- Tell me about a time you created something new.
- Talk about a time you worked on a team to accomplish a common goal.
- What draws you to working in technology?
- How would your current coworkers describe you?
- Where would you like to see yourself in 5 years?
- What do you do to improve your skills?

Technical

- Tell me about your project.
- What would you change about your project?
- List and explain three benefits of using Github for group project building.
- What is the difference between responsive and adaptive design in web development? How have you used one of these?
- What is the difference between a session and a cookie in web development?
- What is the purpose of a relational database? How have you worked with relational databases?
- What is a class?
- What is a constructor?
- What are the access modifiers? Explain the differences between public, private, and protected access modifiers.
- What are the four pillars of Object Oriented Programming?

Resources

[20 Tips for Virtual Interviews](#)

[STAR Method for Behavioral Interview Questions + Sample Answers](#)

[22 Java Interview Questions](#) Dev Team Space is a great resource overall!

[Java Coding Exercises](#)

[Behavioral Questions from an Employer Perspective](#)

[Questions to ask an Interviewer](#)