Code Pairing Interview

Developer

/thoughtworks

Remote interview best practices

Here are some tips for a seamless remote interview experience

Please ensure zoom is installed (https://zoom.us/download) (desktop app preferred)

Consider your environment Ensure your environment is free of distractions during virtual interviews

Are you sharing your screen? Remember to close confidential tabs

Lighting and framing for video calls Ensure good lighting and center yourself with proper headroom

About the Interview
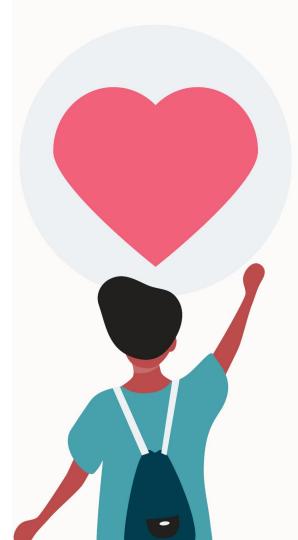
1. **Deepening Understanding**

   It is a coding interview, designed to get a deeper understanding of your knowledge and skills, as well as give you the opportunity to learn more about us through a Zoom collaboration session.

2. **Outcome-Driven Collaboration**

   Collaborate with your interviewer to achieve the outcomes discussed at the start of the interview. Engage in technical discussions to solve problems effectively and understand design, components, and refactoring opportunities.

3. **Real-Project Simulation**

   Experience our work style by participating in a simulated client project you and your pair are working on. Develop a user story based on a provided codebase URL, offering a glimpse into life at Thoughtworks.

How to prepare and what to know

Time required: 1-2 Hours

! Get familiar with the **codebase and problem statement** before the interview.

Make sure the code is running on your laptop

Note: Please do not write code in advance but only explore and understand the codebase.

1.

Choose the repo of your primary programming language and go through the problem statement and the code, including the tests.

Ensure you grasp the code design, various components, bad smells, refactoring opportunities.

2.

Emphasize software quality and best development practices like refactoring, clean code, domain modeling, and test-driven development (TDD).

3.

In case, you have no practical experience with the used framework please spend time in exploring the basics of it and do let your interviewer know about the same so that the interview can run smoothly.

How to prepare and what to know (cont...)

What you need to do in advance

You may still need a break during your interview(s)! Simply let your interviewer know if you need a few minutes.

Please ensure Zoom is installed, test your headphones/microphone, and check your internet well in advance.

Candidates are requested to avoid using Copilot in the exercise to ensure fair evaluation for all, as not everyone may have access. Cooperation is sought for a level playing field.

Prepare questions ahead. You'll get about 10 mins at the interview's end to ask our team about jobs, projects, growth, and more!

Remember we believe interviewing is a two-way street: share your line of thinking and don't be afraid to ask questions while pairing.

It's important to us that everyone feels comfortable being themselves. You may be asked for your pronouns so we can address you correctly.

Additional prep material links

- [Effective Navigating in Pair Programming](#)

- [Seven Principles of Pair Programming](#)

- [Remote Pairing 101](#)

- [Domain Driven Design and Domain Modeling](#)

- [Object Oriented Design](#)

- [Testing strategy](#)

- [How to disagree with someone successfully and still effectively communicate](#)

After the interview?

Next steps in your process

The recruiter will get in touch with you with feedback and next steps.

Don't forget to ask your recruiter about how to best prepare for any future interviews.

And keep exploring and learning about Thoughtworks via our website.

Looking forward to hearing from you!

The Recruitment Team

Have a question?
Please reach out to your recruiter!

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