**SAMPLE CHALLENGES**

**AND**

**BEHAVIORAL QUESTIONS Interview   
Preparation**

### Can you give a challenge you came across before?

### Situation: Our team took some stories we thought we could deliver during this particular sprint. Then the devs found that some of the earlier code was not up to par and they needed to refactor it or the whole application would crash. This caused that most of the code drop dates were pushed back and testers ended up having very little time to complete our work. Action: We pushed back and raised the risk for those stories, we requested partial drop dates. The devs suggested putting a prior code base along with the new changes in a different environment so we could work ahead while they were trying to fix the issue in the other environment. The PO reprioritized the stories. With all hands on deck, we reshuffled stories and worked on testing them as they came in. We all worked long hours. Result: The stories got completed, the environment was merged back in the break days and we had to run the regression. A few defects were left from this merge, that were reprioritized and addressed on the following sprint.

### Situation: When I joined the team we were just a few testers and we did not have git access for our young project, we basically all took turns at the end of a sprint and sent our code to one of us for merging manually and run the report. At some point, several months later, the leads decided it was time to start using git but they gave us only one branch to push and pull, so we got started but none had much practice as we hadn't used it for long time. What happened is that someone merged the code, ran into merge issues and essentially deleted all the changes and most of the code in our automation framework. Action: I reached out to one of the developers to help us rollback the last push so we could get back our code. He then called us all to a room and helped us update the code and refreshed our knowledge and practice of git. Result: We got the code back, we were able to resolve the merge conflicts and from then on, we all used git consistently so git wasn't broken again.

### Situation: We were in our last two sprints before a big release. There was much pressure on our PO and entire team to complete the stories in the backlog. During planning it basically came down to either we do it this sprint or we do it next but it needs to get done. We took on too much, partly knowingly - but we thought we didn't have a choice, and partly believing that we could somehow manage. The release date got moved, which was already expected even before we took on the job, but we were unaware of this. Action: We tackled the stories as they came, we worked extended hours and we tried our best to complete the stories. We found some defects that was later determined didn't even belong to a scope our team could handle but to another team. Result: We completed most of our stories, but many had to be deferred. We felt disappointed, even though we had completed more points than ever before as per our sprint velocity. The other result is we learned that we need to push back and not commit to more than we can handle. From then on, we took this more in consideration, and we never again did not complete our commitment.

### One of the biggest challenge in my work environment was the team believe in more verbal communications and there were not any documentation. Rapid development cycles made team members get used to it but once they left the team, no one was able to get the framework running. I had to spend extra hours for clean up and prepare documentation by engaging conversation with product owner and team lead to learn their standards and expectations.

### Why do you believe you are a strong match for this position?

### - Coding knowledge is the levearge for test automation. I have Oracle Java SE certificate and I believe that my coding understanding is well above the avarage. I make use of Java collections in a very sufficient way which is very helpful if you are dealing with huge amount of data for API and database testing.

### - I have quite hands on experience about Postman, Rest-Assured and Restful APIs. I utilize all sort of Postman specifications such as creating and running collection on postman, getting and setting variables, testing and chaining the tests, data driven testing on postman and using newman and jenkins for Postman.

### - I also have a strong understanding of API data structure, extracting and verifing by using hamcrest and gson or jackson library.

### - I am pretty positive, intractable and cross-functional team member, I have very strong communication skills in my team.

### - I am a quick learner and I am very willing to learn new domains. I can easily adapt myself to new tools and circumstances.

### - I can take initiative in most of the cases.

### - I can work under stress which is very common in agile environment and I always make sure that I meet deadlines.

### Why did you apply for this position?

* After looking at the job description, I think it matches my day-to-day activity and my experience.

I was confident with the job description that’s why I applied.

* Also, I have done some research on the company and I am really excited about the company’s product

and services like... On the phone interviews we had before I got quite more information about the company’s culture. It is amazing I would be very happy to be a part of this culture (company).

### Why are you looking for a job? (Why are you in the market?)

1. I am looking for a job because my current project is ending soon. My manager told me I should start looking for new opportunities.
2. My company they would love to keep me. We are like a family there. But the company plans to relocate, and I don’t feel comfortable with that.

### How do you handle stress?

* One of our sprints my developer deployed code very late time and I didn’t have much time to get job done. But I was working so hard worked extra hours and especially nights and I was finished my task on time.
* My first approach is trying to calm down and work extra hours. I try to react to situations, rather than to stress. That way, the situation is handled and doesn't become stressful. Mostly these have helped me to handle stress. I also eat chocolate.
* Also, in scrum environment we working as a team. I always maintain good communication and relationship with my colleagues. So, they trust me, and they can communicate with me very easily. I always avoid miscommunication and my team believe me every time.
* Sometimes some requirements are not understandable, so I try to figure out and I try to understand the requirements. In the beginning of the application I spend extra effort to understand functionality. Sometimes it takes time to understand.

1. **What do you do if I hire you?**

* In first week, you know, I will get done all the paper works, getting the machines and necessary access to the project, databases etc.
* Then I will have to learn the company culture. Boarding process.
* I have to learn also more about my projects and my teammates.
* I think, understanding what the project is doing, it is very important if I want to be more productive.

### What is your biggest Accomplishment?

One of my accomplishments I would say is establishing a great trustworthy relationship within the team.

If you are asking for technical : When I joined my last project, the application had very less “id” so I had to spend hours to locate one Webpage elements in my POM project so I communicated with developers and other team members and all together we come up with the solution which I got the access to put “Id” in the application by myself.

That was great for me it saved my and others time. So instead of spending time to locating elements I spend my time to more creating automation test scripts and executing them.

### Where do you see yourself 5 years from now?

* I’m really excited by this position at (COMPANY NAME) because in five years, I’d like to be seen as someone with deep expertise in testing, and I know that’s something that I’ll have an opportunity to do here. I’m also really excited to take on more managerial responsibilities in the next few years and potentially even take the lead on some projects. I’ve been lucky enough to work with some amazing managers, and so developing into a great manager myself is something I’m really excited about. I am looking for a role with a company that I grow with and continue to take new challenges over the next five years.
* **IF THE COMPANY IS WELLKNOWN**

I am driven to be the best at what I do, and I want to work somewhere where I’ll have opportunities to develop my skills, take on interesting projects, and work with people I can really learn from. Some of the most innovative thinkers in the industry work here and that’s a big reason why I would love to build a career here.”

### What is your weakness?

Well, I think my weakness is that whenever I am given some responsibilities and there is a deadline for it, I work day and night, sometimes 7 days a week. This is bad for my family life; the reality is I cannot sleep unless I am done with my assignments.

### GREATEST weakness?

My greatest weakness was that I am a very dedicated and passionate person towards my job.

While this may sound like a good quality to have, but you know if the team members do not share that the same passion as you, it might be very frustrated. Like, I saw people don't follow their requirements , I was always waiting the people take seriously against all problems which we face.

I realized that I had to take practical, realistic steps to improve upon this weakness.

And I think it is important that to be able to open dialogue and some kind of communication methods to ensure all team members in our scrum team have great chemistry.

I have organized many activities outside of work such as: coffee meeting, escape room, some barbeque organization which I love.

This helped me to connect closely my team members with their family and especially their environment and understand them better and the most importantly these helped my team members understand my passion towards the work.

Also, I have enrolled in some leadership courses to help me understand the dynamics of a team and how I can mentor my team members to get my mentality.

As a result, I have improved the chemistry of our scrum team and our projects have been released with the highest customer satisfaction.

I truly have had a good experience combating my weakness and I am very proactive when it comes to approaching a problem.

### What are your strengths?

I am a very detail-oriented person. I can prioritize my job according the deadline.

I am also very much dedicated person towards my job.

I am also honest person and I have the skills and expertise in QA process.

One of my greatest strengths is that I have a graphing skill I mean

For example; *when I saw or heard a paragraph, event, case or even if a sentence, I can easily graph it in my mind and implement it in a real life.*

I am really good at presentations. When I present an issue or any topics, I make it very clear and to-do point way. Let me give you an example;

*In my previous company, we had a review meeting and there was 3 team member, upper management asked us every team has present their opinion. We separate our responsibilities and we are ready to tell one by one, but unfortunately every team member got the meeting concept wrong because the requirements are not clear and we realized that the upper management was waiting us a presentation and one of the team member presents our project and after the first team starts to present their review, everyone looked each other and I feel that the team are little nervous and*

*We had a group for this review on slack and I wrote them don't worry about that I have a plan.*

*I just focus on the subject and prepare a template and send the team members and they prepared their parts and I combined all, then we are ready within 20 minutes and then I present all easily.*

*So, my strength helps to organize the team and solve our problem and all the team members were happy for that because we finished and present it very successfully... We were team and I believe that if you worked with a team with passion, anything can be achieved, and we can reach the expected result on time which means the customer satisfaction, and which means company success.*

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1. **What to do in case of you have too much work and you cannot finish for the deadline?**

* When developers don’t deploy their code on time, our tester team don’t have enough time for completion. And the upper management keeps asking for us for completion. - Some of my team members simply focuses on task completion and not on the test coverage and quality of work. - So, at the Sprint Grooming Meeting, I suggested that we should work very closely with the developer and make sure that we are communicating on daily base. - And also, the developers prioritize the important tasks and work on them first. Any scenarios left, would be pushed to the next sprint since it is not as important as the other ones. - Lastly, I try to prioritize my work and follow my test lead and manager whatever they see is more important I start with that.
* One of my recent challenge is that another coworker who is also QA had to leave from company for personal reason, probably he had to go to back to his country for some visa issue, and I had to take care of his task with my own since there were only two automation guy, me and Jason. - And the production date cannot be delayed. - So, I took responsibility, I started to make a new plan and communicated with my SM that would try my best, but I need some help to reach the production goal on time. As always, communication is key to understand each other to the better team work. - And also, developers joined to test application as well. At the end, we made it on time. - That is one of the reasons I am proud of to be a member of the scrum team. Everybody works for same goal and share the responsibility.
* I don't really have technical challenges because I consider any issue that is technical to be a part of my job. There will always be some challenge to overcome and I ALWAYS overcome and learn. what is really challenging, in my opinion, and not always so easy to fix is: PEOPLE. again, we work 40+ hours with the same people in high stress, fast paced environments. - often-times, they are from different cultures, countries, backgrounds, etc. which can make communication extremely difficult - naturally, conflicts corrupt, and I've had extensive experience in observing, and eventually learning to prevent and solve such conflicts. - how do I do this? - by paying attention, empathizing and above all, communicating effectively. this means, doing a lot of work with a lot of people, because conflicts generally involve two or more participants and can negatively impact the rest of the team, thereby reducing productivity. - happy employees mean productive employees. - I've learned through trial and error to really understand my colleagues and be able to navigate the tricky waters of office-place politics. for example, [go into specific example]

### How do you handle conflict?

* Nothing is personal. Everyone thinks company’s benefits so I would like to explain my concern and his/her explanation makes sense for me. - Of course, I can do the things which is most helpful to my company. So, I try to communicate with his/her, and I would try to understand the concern. Because everyone have the same goal and wants to get job done successfully.

1. **How do you prioritize your workload?**

* Time to time we have multiple conflicting priorities where it can be difficult to know what is most important and urgent. I work out an important/urgent scale for rating tasks so that it is clear what takes the highest priority. Sometimes I get help from our team lead or PO for rating.
* If something is both important and urgent, it gets highest priority. Important but not urgent is next and urgent but not important is next, then not important and not urgent is last.
* If I need to get in details, I follow up following steps;

Collect a list of all my tasks and make a to-do list

Identify URGENT vs IMPORTANT  Most of the tasks are important but only some of them are time-sensitive.

Assess value  Estimate the time, effort and resources needed for each task

Know when to cut  Mostly can’t get to everything on my list. After I prioritize my tasks and look at my estimates, I cut the remaining tasks from my list and focus on the priorities that I must and can complete for the day. Then I take a deep breath, dive in and be ready for everything. 

### Can you work under pressure?

* I don’t remember any project that I worked had no pressure. Pressure is good thing sometimes. It forces you to work harder and smarter.
* Good pressure, such as having a lot of assignments to work on, or an upcoming deadline, helps me to stay motivated and productive. Of course, there are times when too much pressure can lead to stress; however, I am very skilled at balancing multiple projects and meeting deadlines, which prevents me from feeling stressed often. For example, I once had three large projects due in the same week, which was a lot of pressure. However, because I created a schedule that detailed how I would break down each project into small assignments, I completed all three projects ahead of time and avoided unnecessary stress.

### How soon can you start?

* I think, I can start in two weeks after getting offer letter and start date.

### Can you start tomorrow?

* It won’t be fair to my current company and My team won’t be happy with me if I leave tomorrow, and I don’t think it is professional and I have never done that before. I am so sorry I cannot start tomorrow.
* I have to transfer the automation framework knowledge to other team members before I leave.

### If you get hired, how long are you planning to stay?

As long as there is a project to work, I am willing to stay as long as possible. I love to work long term with my companies. So that, I would be a piece of the success.

### May I contact your current employer for reference?

* 1. Please go ahead, (to recruiters) if you would like to submit my resume. But I am receiving a lot of phone calls from other recruiters. I don’t want to let anyone to call my employer if they are not sure to submit my resume or not. *(if they say they will submit your resume then tell them you will send out asap after work. )*

### What do you like the most about testing?

* 1. Testing is fun job for me because you are very important person to the client and end users. I love testing because as end user I want to buy better product that is peas of art and defect free. Also, I am helping others to make sure their product has top quality. Imagine if you are testing the safety features of the Toyota Camry you are almost saving 100 of lives by doing your job and loving your job.

### Why should we hire you?

* 1. First of all, I've done thorough research into this position and have read your job description and combined with the information you have so helpfully provided me during this interview, I can CONFIDENTLY say that I'm well qualified for this position. Meaning, I have all the technical and non-technical expertise, as required and preferred in the job description to not only succeed in this position but also to **thrive**.
  2. Steve J. said, **“***no matter how smart you are, you need a team of great people***”** and believe me I am a great team player.
  3. However, this to me is the basic requirement, and I truly believe that I'm the best qualified and will exceed expectations beyond just what I have noted, because I have crucial soft skills that can't always be quantified and measured. And I believe, that at the end of the day, regardless of job description or what we do, it's the personality of your employees that really matters. In this, I am unique and stand out because I learned the value of soft skills many years ago and I have extensive experience in honing those skills.
  4. I always bring new techniques and tools that help to jump forward to the company that I worked for.
  5. Many people can train in any technical skill within a short time frame, but training someone to communicate can be incredibly difficult. I have such skills in abundance: I'm an excellent communicator, extremely motivated AND motivating, and above all, I am the very definition of a problem solver. Whatever it is that needs to be done to accomplish my job and more, I WILL DO IT.
  6. I think you should hire the candidate that has the best qualifications for this position.
  7. Since I don’t know the other candidates, I can represent only myself.
  8. I think my experience and technical expertise will bring a lot of values and benefits to the company and the project. I think that’s why you should hire me.

### Do you have any question for us?

* 1. It's very important to ME, that I'm surrounded by good/kind, hard-working, smart people that will motivate me to also work hard and continue to improve myself. Considering that we spend more time at work with our colleagues than we do with friends or family even, it's important to me know that I can fit in with the culture of my workplace and grow as a professional there. So, what is your company culture like? What’s the team like?

*(if you did research you can bring up something interesting about the company and ask them to elaborate/how it works etc.*

* 1. it's also important to me that I continually improve and try to achieve excellence in my position and the best way to do this is to continually learn. I'm always trying to learn new things or learn old things better. Do you provide trainings, seminars or anything to support the education of your employees?