Cross Functional Interview Guide

The Cross-Functional interview is for team members across Product and Engineering to determine team fit. In this interview we assess soft skills like teamwork, collaboration and culture fit as per our company values.

Agenda 🔗

00:00 - 0:05 - Introductions and Interview Overview

00:05 - 00:35 - Questions below

00:35 - 00:45 - Candidate Q&A

Questions 🔗

> ℹ️ It's important to build a personal connection with the candidates and have the interview flowing naturally. But you should ask at at least 1 question from the categories below to allow consistency in our interviews. This ensures candidates are assessed fairly and helps hiring managers benchmark candidates better.

Collaboration 🔗

- Give me an example of when you disagreed with your product manager? What did you disagree about? How was the situation resolved?
- Give an example of a time where you had a disagreement with another programmer. How did you handle it?
- Do you work with Designers? Have you ever been presented with a design that was technically infeasible or challenging? How did you communicate this to the designer?
- Tell me about a time when you had to present complex programming problem to a person that doesn't understand technical jargon. How did you make sure that the other person understood you?

Problem solving 🔗

- Describe a situation in which you met a major obstacle in order to complete a project. How did you deal with it? What steps did you take?
- Give me an example of a time you had to take a creative and unusual approach to solve coding problem. How did this idea come to your mind? Why do you think it was unusual?

Diversity & Inclusion 🔗

- Why do you believe diversity and inclusion are important?
- How do you approach understanding the Point of View of colleagues from diverse backgrounds?
- Can you give me an example of how you make your co-workers feel like they're inclusive and welcoming to someone across the culture and other differences?
- Can you give me an example of how you became an advocate for diversity and inclusion in the workplace?
- How do you make sure that people are hired without bias?
- What do you think the most difficult aspect of working in a diverse environment is?

Execution & Delivery 🔗

- Give me an example of a project that completely failed or didn't work out the way you expected it to. Why do you think this happened? Could there be anything done differently in order to turn it into success?
- Tell me about a situation when you made a mistake at work. What happened exactly and how did you deal with it? What steps did you take to improve the situation?
- Can you tell me about a time where you've dealt with ambiguity and how you dealt with it? e.g. not having enough context, a process is not well defined, etc.

- Give me an example of the project or initiative that you started on your own. It can be a non-business one. What prompted you to get started?
- Describe a situation in which you had to adjust to changes over which you had no control. How did you do this?
- Tell me about a situation when you had problems working under pressure. How did you handle that situation? Did you decide to ask for support? How and when did you ask for help?
- Can you tell me about a time that you felt really proud about something you built? What was it? What made you feel proud?
- We don't have a dedicated QA team at League and as a developer, you own the feature through its entire cycle. What is your approach to testing and UAT?
- Have you ever been in a situation where you had to push out code that may not be the best approach or design due to a tight deadline? If so, what is your process to ensure that you can go back to it and improve it? (How do you handle tech debt)
    - How do you make the case to the product team or management to have tech debt prioritized in sprints?