

Live Coding Interview Rubric

Circle the option that best describes the candidate’s performance. Provide notes as necessary.

A candidate may not fit perfectly into a box - that’s okay. Adjust your explanations and votes using the Notes sections.

	3	2	1	0
Solutions	Candidate demonstrated fluency in their solution. They presented multiple solutions and highlighted each solution's limitations. They identified an optimal solution and showed an understanding of algorithms.	Candidate successfully solved the problem but may not have found an optimal solution. Candidate demonstrated some knowledge of algorithms.	Candidate struggled to find a solution and the solution found was not optimal. The candidate may have required some guidance from the interviewer. The candidate displayed some misunderstanding surrounding algorithms or the problem.	Candidate did not find a solution. Candidate did not show adequate understanding of algorithms.
Solutions Notes:				
Coding	Candidate wrote fully functional code. There were no syntax errors. Code was formatted and clean. Candidate illustrated understanding of good practices, developer empathy, or understanding of common patterns and paradigms.	Candidate wrote functional code with few syntax errors. The code was mostly formatted and clean.	Candidate did not write clean code or struggled to produce a solution.	Candidate could not produce a solution. Code may have had major syntax or logic errors.
Coding Notes:				
Problem Solving	Candidate broke the problem into smaller pieces, identified edge cases, discussed trade-offs and alternatives, and considered related problems. Candidate asked clarifying questions.	Candidate found a solution but may not have considered alternatives, trade-offs, or edge cases. Candidate may have asked clarifying questions.	Candidate's approach may have been disorganized or seemingly arbitrary. They did not ask clarifying questions.	Candidate did not illustrate problem solving skills.
Problem Solving Notes:				
Communication	Candidate explained their thought process while working. Candidate vocalized problem solving considerations. They used accurate technical terminology and explained their code accurately.	Candidate explained their thought process while working. They may not have clearly vocalized problem solving considerations or may not have been technically accurate with explanations or terminology.	Candidates may have had periods of silence or been uncommunicative while problem solving. They may have been mostly incorrect in their use of terminology or explanations.	Candidate did not communicate while working.
Communication Notes:				
General Feel	This candidate made me feel (circle choice): 😊 😐 😞 Why?			