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? | | | |