1. Tell me about a time where you used logic to solve a problem?

Ans : In previous project when we were deploying a piece of project into AWS services, we were struck on number of EC2 instances to use to efficiently handle the load as well as cost effective. My superior felt there was a need for at least 10 instances. I went into the logs of past year of the performance of number of users and the traffic to the website we were hosting and found that only at the start, middle, end of months there was high traffic and else it was moderate. So first we just deployed 6 EC2 instances and scheduled an upgrade to 12 for 2 days in each time frame. So it was efficient and economical.

1. Tell me about a decision you made that proved unpopular, and how you handled it?

Ans : During my first project I was assigning tasks to my sub ordinates who have newly joined the team(after a month of evaluation). Some of them were given hard tasks while some where given easy tasks. I have done this intentionally after observing their performance in KT sessions. Some of them were moved into support roles where as others were kept in development region. Some people did not receive it properly. But I sat with them and discussed my decision and thought process to them. Even though my decision was unpopular among them it helped them in the long run.

Sprint Example 🡪 where you proposed a new tasks to be pushed in this sprint.

1. How do you handle your schedule being interrupted?

Ans: I generally plan my work away from meetings. I usually set aside time for meetings so that they don’t clash against my work time. But if something comes up during my work and cannot be postponed, I attend that meeting and push back my working hours a little longer. If it can be postponed, then I do it in regular meeting hours I set. But I try and keep up to my work schedule mostly. Dependency tasks also have to be handled. AD-HOC dependencies also have to be completed even if you are in work schedule.

1. Have you ever had to convince a team to work on a project they didn’t like? How did you do it?

Ans: Same answer as second question. Asked them work in support they did not agree. I handled this by explaining them how things worked in support region and they would get real exposure to the project by staying in support and help them in long run.

People do not know technologies 🡪 we had to push them in to project 🡪 convince them to take up project 🡪 use words like ReactJs, Node.

Ex -3) recruited for different technology (Java) 🡪 Had to work on Devops 🡪 convinced him that we can do it together until we find another resource.

1. Have you had to solve a squabble between two team members? How did you do it?

Ans: In my previous project during a sprint there was a dependency of payment module between two tasks and none of the members wanted to implement it. In the next team meeting the two persons went after each other and although it was trivial and any of both could implement it. The module was already present and it was a matter of making small changes and integrate together. I had make both of them sit together and explain how it should be done. I also told them they were responsible for disturbing the atmosphere of workplace and hence it should not be repeated again. If they had any questions regarding tasks they could deal with their superior.

1. Have you ever gone to bat for your team in opposition to a higher-up in your company? How did you do it, and how did it work out?

Ans: I had no such serious scenarios where I had to escalate and talk to higher-up in company except for some rare case scenarios where my peers had some quests regarding the design process regarding the login page design and also on some scenarios where they wanted leave.

1. How would you go about motivating a team member who is struggling?

Ans: I would ask him where he feels he is lacking or struggling and try to help him by giving him some sessions if I know it or else assign somebody to it. I would say it is ok to have such a phase and give him few lighter tasks to get his morale up. I also suggest having good team bonding sessions so that such scenarios can be easily handled, and this could make him believe what I am saying or referring to.

1. Have you ever had to make a risky decision? How did it turn out?

Ans: In my previous I had a Jira ticket on my name. The ticket was ambiguous, but I decided to continue to work on it. The ticket required more information to be completed. When I completed everything, I found I was wrong in implementation. It was risky approach and probably wrong way. From then I never assumed things and asked even if I had one question.

Ex-2) I my previous project I was in a sprint for a particular task I was writing modules to fetch user related information and organize them and send it as a payload to other module. The release was just in 3 days’ time and when my lead asked if I could do it or postpone it I said I could do it. Later I understood that the commitment I gave was risky because I did not completely look at the Jira incident and it had many pieces to it. I worked extra hours and completed but promoted it without nominal testing. I felt the prod move was risky but I did it anyway. It turned out that I had a bug in the process where user information regarding address column 2 was wrong. From that I learnt not to be aggressive and take up risky tasks that cannot be finished on time.

1. How would you handle a team member who failed to reach their goals?

Ans: Just sit beside them and see what’s wrong. Also, from next time on try to see their progress in smaller sprints. It happens to everyone mostly so just back each other.

1. How do you prioritize your projects?

Ans: Based on deadlines, production issues, dependencies (I did production issues during last project)

1. Tell me about a time you solved a problem in a creative or unorthodox way?

Ans: In my first project 🡪 tell about Walmart trucks coming to gates systems auto timer system.

1. How do you prioritize service to a large number of clients at the same time?

Ans: Check if you do something will it serve all, do small tasks which helps to do better things, then prioritize.

1. Tell me about a time where you were the resident expert. Did people trust you?

Ans: Generally when you are senior in the project.

Ex-2) Project is moving towards angular and you (joined new into team) have expertise in it. You explained the team basics and how to move forward on it (team does not know angular). They received well. Took few KT sessions from me. I was happy that I could help.

1. Do you consider yourself to be better with written or verbal communication?

Ans: verbal since more can be communicated than in writing when something needs to be there for future reference use writing i.e. it in mails.

1. What makes an ideal team member in your eyes?

Ans: See that all bases in the project are covered and see that motivated individuals are present in the team. In my first project I had to assemble a support team where I evaluated using above and put together a team.

1. Tell me about a time you’ve had to put together a team; how did you choose your candidates?

Ans: In my second project 🡪 working with Manhattan associates 🡪 we were asked to form a support team from the original team to address customer issues with the newly built application 🡪 I looked for individual with motivation to form a team of 4 to head the support operations.

1. Have you been in a situation where you disagree with a company policy? How do you handle it?

Ans: During pandemic 🡪 many people were fired without giving them proper intimation or heads up 🡪 I disagree 🡪 should give them time so that they can look for new opportunities.

1. What do you do if a team member on your project isn’t pulling their weight?

Ans: You face this situation quite often in the project where individuals performance decreases due to various reasons which include personal reasons as well. Sit it with them 🡪 talk to them 🡪 try to understand his concerns 🡪 make him complete the tasks on time 🡪 monitor for next 2 months until he is back.