Computer Software Engineer Interview Questions

1. Tell me about some of your most recent computer programming projects.

2. Share an experience in which you successfully improved the performance of existing software.

3. Share an experience you had in dealing with a difficult person and how you handled the situation.

4. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

5. Tell me how you organize, plan, and prioritize your work.

6. Share an experience when you applied new technology or information in your job. How did it help your company?

7. Give me an example of when you thought outside of the box. How did it help your employer?

8. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

9. Would you consider analyzing data or information a strength? How so?

10. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?

11. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

12. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

13. Tell me about a time when you successfully determined the cause of an operating error at your company and solved the problem.

14. Provide an example of a project you worked on that demonstrates your programming abilities. What was

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your role in the project?

15. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit your employer?

16. What are some long-range objectives that you developed in your last job? What did you do to achieve them?

17. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

18. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

19. Please share an experience in which you presented to a group. What was the situation and how did it go?

20. Tell me about a time when your ability to analyze needs and product requirements helped you create an effective design or make an informed decision to benefit your company.

21. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

22. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.

23. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

24. Tell me about software system testing and validation procedures, programming, or documentation with you developed.

25. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.

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26. Name a time when your creativity or alternative thinking solved a problem in your workplace.

27. Share an experience in which conferring with others helped you in your work on a project.

28. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

29. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?

30. Describe methods you have used to design, develop, and/or modify software systems. How do you predict and measure outcome and consequences of design?

31. What factors do you consider to determine the feasibility of designs within time and cost constraints?

32. Share an experience in which you were able to generate a new design or modify a current design to better serve the needs of your customers.

33. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

34. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)

35. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

36. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.

37. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

38. Share an experience in which your willingness to lead or offer an opinion helped your company.

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39. Provide an example of when you were persistent in the face of obstacles.
40. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
41. Share an experience in which your retrieval or manipulation of data helped you analyze system capabilities or requirements.
42. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.
43. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
44. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)
45. Provide a time when you successfully explained software system design and/or maintenance to a customer.
46. Provide an example when your ethics were tested.
47. How do you ensure that specifications for software system installation and equipment functioning are met?
48. Tell me about a time when you supervised personnel. What methods made you a successful supervisor?
49. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
50. Provide a time when you dealt calmly and effectively with a high-stress situation.
51. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

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52. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?

53. Name a time when your patience was tested. How did you keep your emotions in check?

54. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

55. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.

56. Tell me about successful system performance standards which you determined.

57. Share an experience in which evaluating information helped you ensure correct hardware configuration.

58. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

59. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?

60. Share a time when you successfully used scientific rules or methods to solve a problem at work.

61. Share an experience in which personal connections to coworkers or others helped you to be successful in your work. (Make sure candidate works well with others.)

62. Provide an experience in which you were sensitive to somone's needs or feelings. How did your helpfulness affect your work environment?

63. How do you determine power supply requirements and configuration?

64. Provide a time when you successfully trained users on the use of equipment. What made you a successful trainer?

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65. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.

66. Share an experience in which you used new training skills, ideas, or a method to adapt to a new situation or improve an ongoing one. (Look for the candidate's ability to learn.)

67. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

68. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?

69. Describe effective equipment you have used to control dust, temperature, and humidity. How do you keep up-to-date with new equipment that may improve these conditions?

70. What factors do you consider when determining and planning computer specifications/layouts or peripheral equipment modifications?

71. Describe an experience in which your ability to work well with others and reconcile differences helped your company or employer. (Make sure the candidate knows how to negotiate.)

72. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?

73. What is the most challenging part of budgeting for you?