

## Web Site Developer Interview Questions

1. Tell me about some of your most recent computer programming projects.
2. Please share several websites you worked on. What was your role in designing, building, and maintaining?
3. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.
4. Share an experience you had in dealing with a difficult person and how you handled the situation.
5. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
6. Tell me how you organize, plan, and prioritize your work.
7. Share an experience when you applied new technology or information in your job. How did it help your company?
8. Give me an example of when you thought outside of the box. How did it help your employer?
9. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
10. Would you consider analyzing data or information a strength? How so?
11. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?
12. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
13. Provide an example of a project you worked on that demonstrates your programming abilities. What was your role in the project?
14. Tell me about a time when your ability to analyze needs and product requirements helped you create an

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effective design or make an informed decision to benefit your company.

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

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

17. 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?

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

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

20. Provide an example when your ethics were tested.

21. How do you ensure that web sites are sufficiently updated?

22. 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?

23. Share an experience when you had to work with management or development teams to resolve conflict or best determine a solution?

24. How do you incorporate search engine optimization in your designs?

25. 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.)

26. What kind of backup or disaster recovery plans did you have in place at previous job? Did you ever need

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to recover files from your backup?

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

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

29. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.

30. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

31. 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.)

32. Provide a time when you dealt calmly and effectively with a high-stress situation.

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

34. How do you ensure your code is valid and is compatible with the various with browsers, mobile devices, and operating systems? (May want to ask a follow-up question about ensuring the code meets industry standards)

35. Share with me your process for testing and gathering customer feedback? How are the identified issues addressed?

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

37. Provide an example of when you were persistent in the face of obstacles.

38. How do you gain a solid understanding of the users' needs? How do you translate those needs into

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technical requirements?

39. How do you keep up-to-date on current web technologies or programming practices? Share an experience in which this knowledge helped you in your work.

40. 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.)

41. Describe a test routine or schedule you developed. How did you ensure that test cases mimicked external interfaces and addressed all browser and device types?

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

43. Describe a database you developed which supported web applications and web sites.

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

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

46. Share an experience in which collaborating with management or users helped you develop a successful e-commerce strategy. How did you integrate the strategy with a web site?

47. 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.

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

49. Describe a supporting code you wrote for a web application or web site.

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

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51. Share an effective web site security measure you designed and/or implemented.
52. Share an experience in which communicating with network personnel or a web site hosting agency helped you address a difficult hardware or software issue.
53. Name a time when your patience was tested. How did you keep your emotions in check?
54. What methods do you use to perform web site tests?
55. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.
56. 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?
57. What factors do you consider when selecting programmin languages, design tools, and applications?
58. How do you effectively incorporate technical considerations into web site design plans?
59. Share an experience in which you answered a difficult user inquiry.
60. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
61. Describe a style guideline you developed for web site content.
62. Describe a procedure you developed for ongoing web site revision.
63. Share an experience in which your willingness to lead or offer an opinion helped your company.
64. What methods do you use to determine the need for and develop web site maps, application models, image templates, or page templates?

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65. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

66. What factors do you consider when establishing server directory trees?

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

68. Tell me about a performance improvement which you implemented.

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

70. Tell me about an effective web site specifications description you wrote. What is one thing you would like to improve in your descriptions? (Make sure the candidate writes clear and detailed descriptions.)

71. Share an effective method you have used to increase web site traffic.

72. What methods do you used to create searchable indices for web page content?

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

74. Describe an exceptional web model or prototype you created.

75. Provide an effective method you have used to identify security system problems.

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

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

78. What is the state of your testing documentation? What is one thing you would like to improve in your

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documentation?

79. What factors do you consider when evaluating server hardware and software?

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

81. What factors do you consider when researching and selecting web architecture or technologies? How do you stay up-to-date with new developments?

82. Tell me about a system interaction or sequence diagram you developed.

83. Provide a time when you successfully installed and configured an operating system, such as hypertext transfer protocol.

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

85. 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.

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

87. 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.)

88. 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.)

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

90. Share an experience in which you conducted a test of a product, service, or process and successfully

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improved the quality or performance.