

Systems Developer Interview Questions

1. Share an experience when you applied new technology or information in your job. How did it help your company?
2. 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.
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. 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. 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.
10. Would you consider analyzing data or information a strength? How so?
11. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
12. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
13. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

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

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

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

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

19. Provide an example when your ethics were tested.

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

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

22. 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.

23. 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.)

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

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

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

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

28. 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.)

29. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.

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

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

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

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

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

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

36. 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?

37. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

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

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

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

41. Describe a time when you were able to select the best tool to do a job. How did you use reasoning skills to make the best choice?

42. 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.)

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

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

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

46. Provide an example of a project you worked on that demonstrates your programming abilities. What was your role in the project?

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

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

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

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

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behavior.

51. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles.

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. 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?

54. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

55. Share an experience in which successful communication with vendors helped you increase your knowledge or solve a problem in your work.

56. How do you keep up with changes in technology? How has this benefited you in your work?

57. Share an experience in which the use of network computer-aided design helped you optimize a network design.

58. Describe an experience in which you successfully supervised a staff working on the design or implementation of a network solution. What methods made you a successful supervisor?

59. Share an effective method you have used to determine performance and interoperability of new or modified hardware/software products.

60. What methods do you use to prepare project schedules, budgets, and cost control systems? Provide an experience.

61. Describe an effective detailed network specification which you prepared.

62. Describe a design presentation or proposal you prepared which you were happy with. How about one you

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were unhappy with?

63. Provide an experience in which your participation in a network technology upgrade or expansion project benefited your company.

64. Share an experience in which monitoring or analyzing network performance helped you in your work.

65. Provide an effective method you have used to maintain network peripherals.

66. Share an effective method you have used to explain design specifications to integration and test engineers.

67. How do you ensure that customer requirements are met efficiently and effectively?

68. What methods do you use to estimate the time and materials needed to complete a project? Provide an experience.

69. Provide a description of a plan or budget you developed for network equipment replacement.

70. Tell me about a network security measure you developed.

71. Describe a project reporting system which you developed and/or maintained.

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

73. Tell me about a disaster recovery plan you developed.

74. Describe a conceptual, logical, or physical network design which you developed.

75. Describe procedures you developed for installation, use, or troubleshooting of communications hardware or software.

76. Tell me about a successful solution you developed and/or implemented for a network problem.

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77. How do you determine specific network hardware and software requirements?

78. Describe a successful product awareness, skills transfer, or product education session you designed, organized, and/or delivered. What methods led to your success?

79. Tell me about an equipment configuration prototype you designed and/or built. Name one thing you could have done better.

80. Describe an effective method you have used to coordinate network and design activities with designers of associated networks.

81. Provide a time when you coordinated network operations. How do you determine when networks need maintenance, repairs, or upgrades?

82. Share an experience in which you successfully coordinated installation of new equipment.

83. Provide an experience in which you helped a user solve an operational problem. How did you diagnose the problem?

84. Share an effective communication method you have used to determine customer needs, e.g. communicating with marketing staff.

85. Share an experience in which you successfully adjusted a network size to meet volume or capacity demands.

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

87. 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.)

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

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

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

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

92. 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.)

93. Share an experience in which you oversaw the assembly, fabrication, construction, maintenance, or modification of equipment. How did you communicate to the staff what you wanted?

94. Tell me about the last time you performed routine maintenance on equipment. How did you determine when and what type of work was needed?