Programmer Interview Questions

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

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

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. 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?

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

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

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

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

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

19. 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.)

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

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

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

23. 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?

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

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

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

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

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

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