Module 3.5:
Pre-hire Checklist

Documents Ready

1

User Journey

Write user journeys for all core features before starting development.

2

Visual Mockups

Create professional mockups or detailed sketches to guide development.
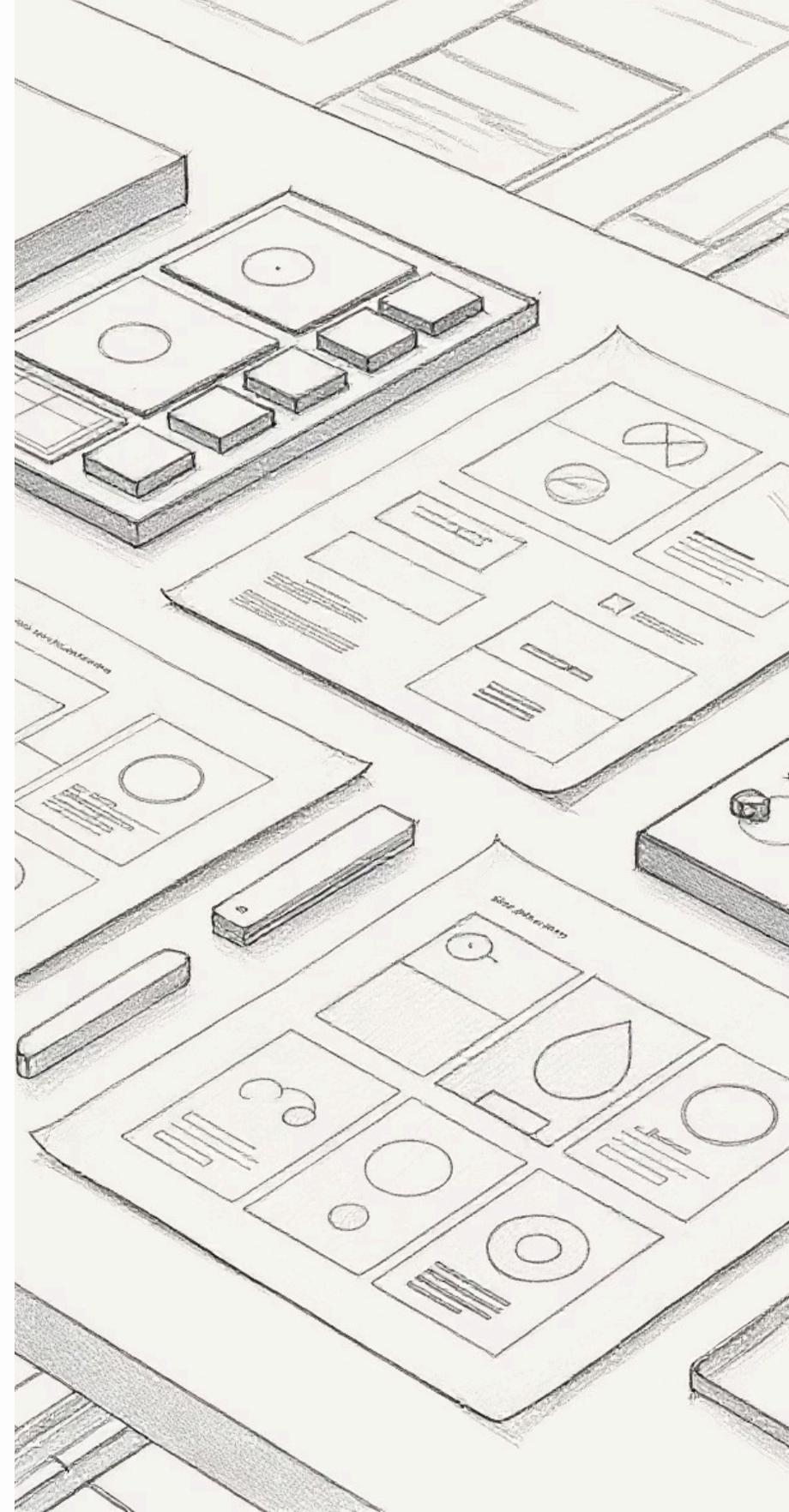
3

Feature List

Separate must-have features from nice-to-have additions.

4

Budget & Timeline

Get realistic budget ranges and timeline expectations upfront.

Pre-Interview Setup

Before the Call

- Record the interview (TLDV, Zoom).
- Standardize questions for all candidates.

During the Call

- Assess communication clarity
- Trust your gut feeling
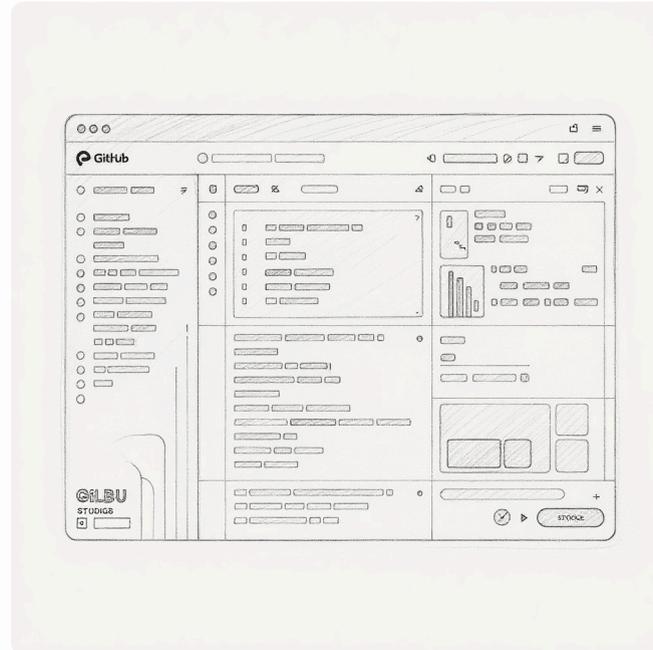
Protection Setup

Legal Protection

Prepare contract template with IP clause to protect your intellectual property.

Technical Infrastructure

Create repository on Github or Gitlab with you as owner. Set up password manager for secure access control.

Advisory Support

Identify a technical advisor even if not hired yet for guidance.

Evaluation Criteria

Candidate Pool

Build a list of minimum 10 candidates to ensure quality selection.

Interview Questions

Prepare list of questions to ask during interviews.

Portfolio Review

Request relevant portfolio projects.

Reference Check

Actually call references (at the end).

Mental Preparation

01

Accept Reality

You'll likely need to fire someone eventually—it's part of the process.

02

Stay Involved

Commit to staying involved weekly throughout the development process.

03

Ask Questions

Be ready to ask "dumb" questions without embarrassment—clarity matters.

04

Invest Wisely

Be willing to pay for technical review ($300-1,000) to avoid costly mistakes.