

# Module 3.6: Developer Interview Questions

Your job is to assess reliability, organization, communication, and commitment to your business.

Let your tech consultant test JavaScript knowledge.

- ❏ Picking the right person matters much more than managing them perfectly.



# Part 1: Past Projects

## Question 1: Walk me through a project you've built

### What You're Testing

Can they communicate simply without drowning you in jargon?

### Red Flags

- Drowns you in jargon (React, APIs, microservices, Docker)
- Can't explain in simple terms
- Only talks about technologies, not what the product did

### Good Answer Sounds Like

I built a booking system for salons. Customers could see available times, book appointments, and get reminders. The salon owner could manage their schedule and see payments.

### Follow-up

How many users did it have? (Tests if they think about impact)

## Question 2: What was the hardest part of that project?

### Red Flags

- Says nothing was hard
- Can't articulate challenges clearly

### Good Answer Includes

- Specific technical or business challenge
- How they solved it
- What they learned

## Question 3: Tell me about a project that went wrong



### Red Flag

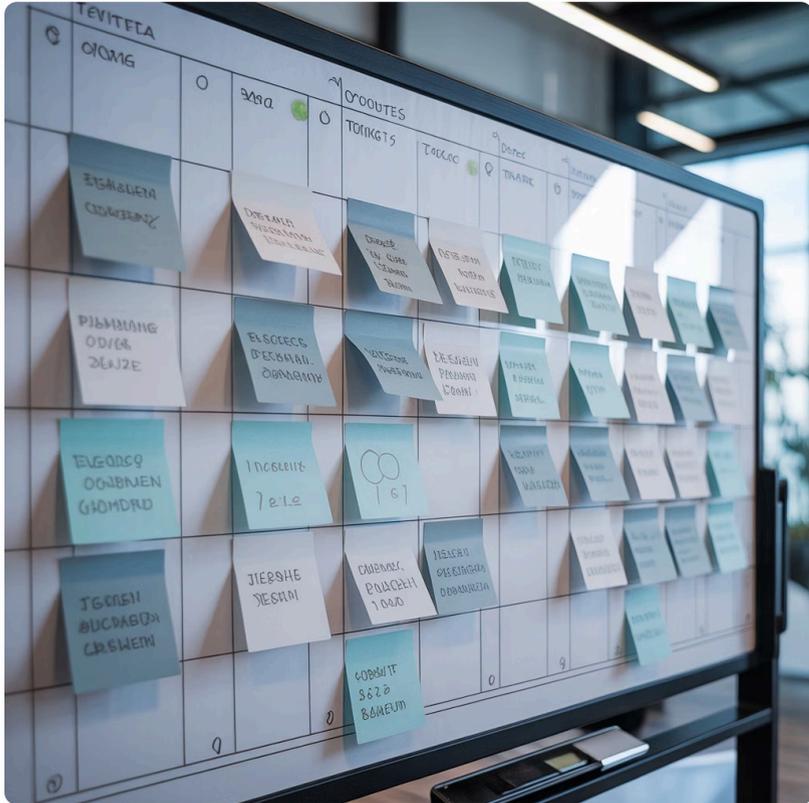
Everything was the client's fault.



### Good Answer Includes

- Balanced perspective
- What they'd do differently
- Takes some responsibility

# Question 4: How did you handle changing requirements?



## What You're Testing

Flexibility and process for managing changes

## Red Flags

- "Client kept changing their mind"
- No process for managing changes

## Good Answer

- Accepts that changes happen
- Has a process (change requests, re-estimation)
- Focuses on communication

# Part 2: Scoping Your Project

## Question 5: What's missing from my specifications?

📄 **Setup:** Give them your technical documentation beforehand.



What You're Testing

Do they think critically or just take orders?



Good Answer Identifies

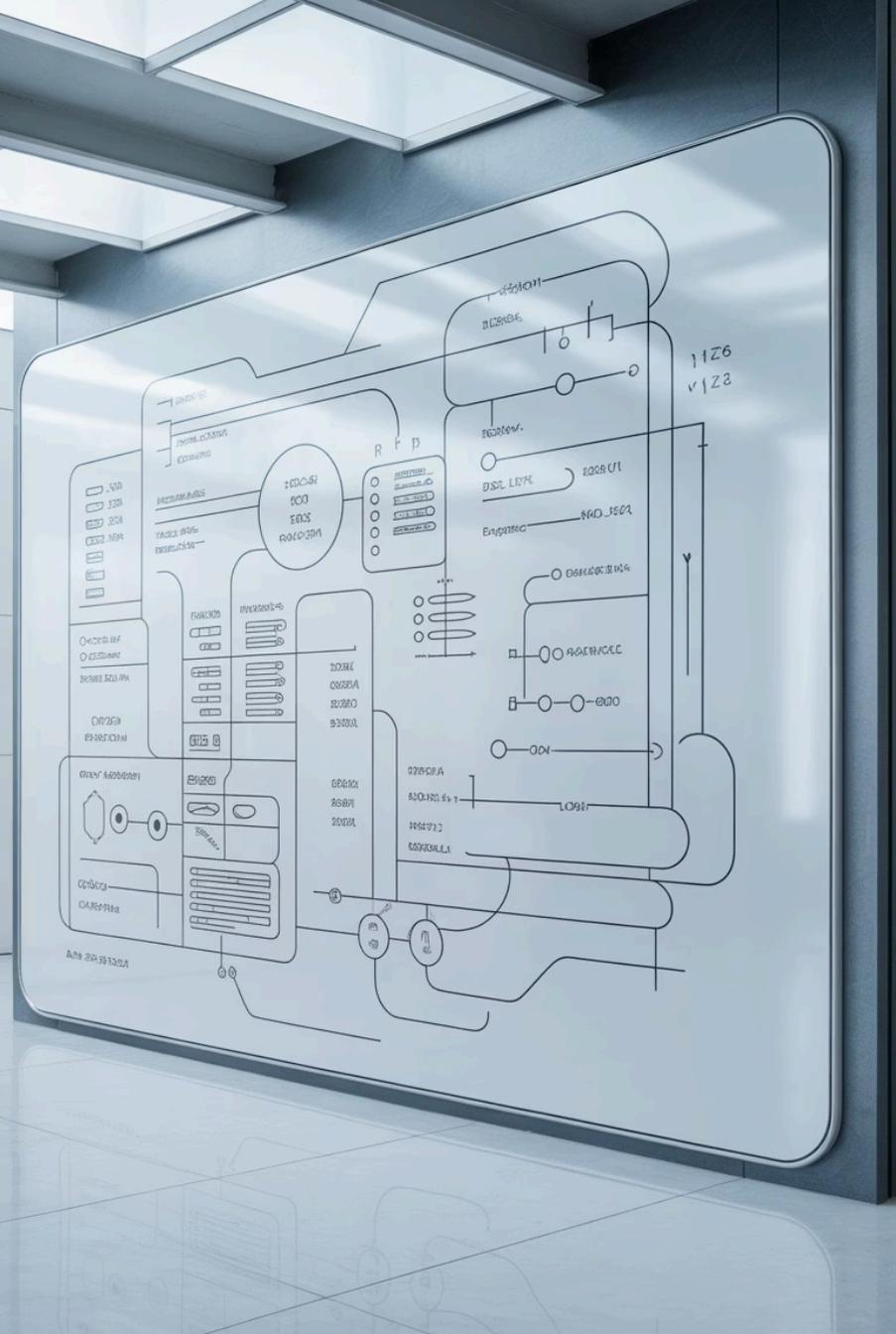
Edge cases, unclear user flows, feature interactions



Best Candidates

Find problems you didn't know existed

**Red flag:** "Looks complete" - Nothing is ever complete.



Question 6: What will be the hardest part to build?

What You're Testing

Do they understand complexity?

Red Flags

- "Nothing will be hard"
- Can't identify any challenges

Good Answer

- Identifies 2-3 challenging parts
- Explains WHY they're challenging
- Proposes solutions

# Question 7: How long will this take? Break it down.

## What You're Testing

Estimation ability and thoroughness

### RED FLAGS

- Immediate answer without thinking
- "4 weeks, \$15K" for complex marketplace
- Way faster than other candidates without good reason

## Good Answer

- Takes time to think
- Breaks down by feature/section
- Adds buffer for unknowns
- Asks clarifying questions first

📌 **Your task:** Compare estimates across all candidates. Investigate big differences.

## Question 8:

If we had to cut 30% of features, what would you cut?

01

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Asks About Goals First

Good candidates ask about your business goals before answering

03

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Cuts Nice-to-Haves

Identifies features that can wait for later phases

02

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Keeps Core Value

Recommends keeping features that deliver core user value

04

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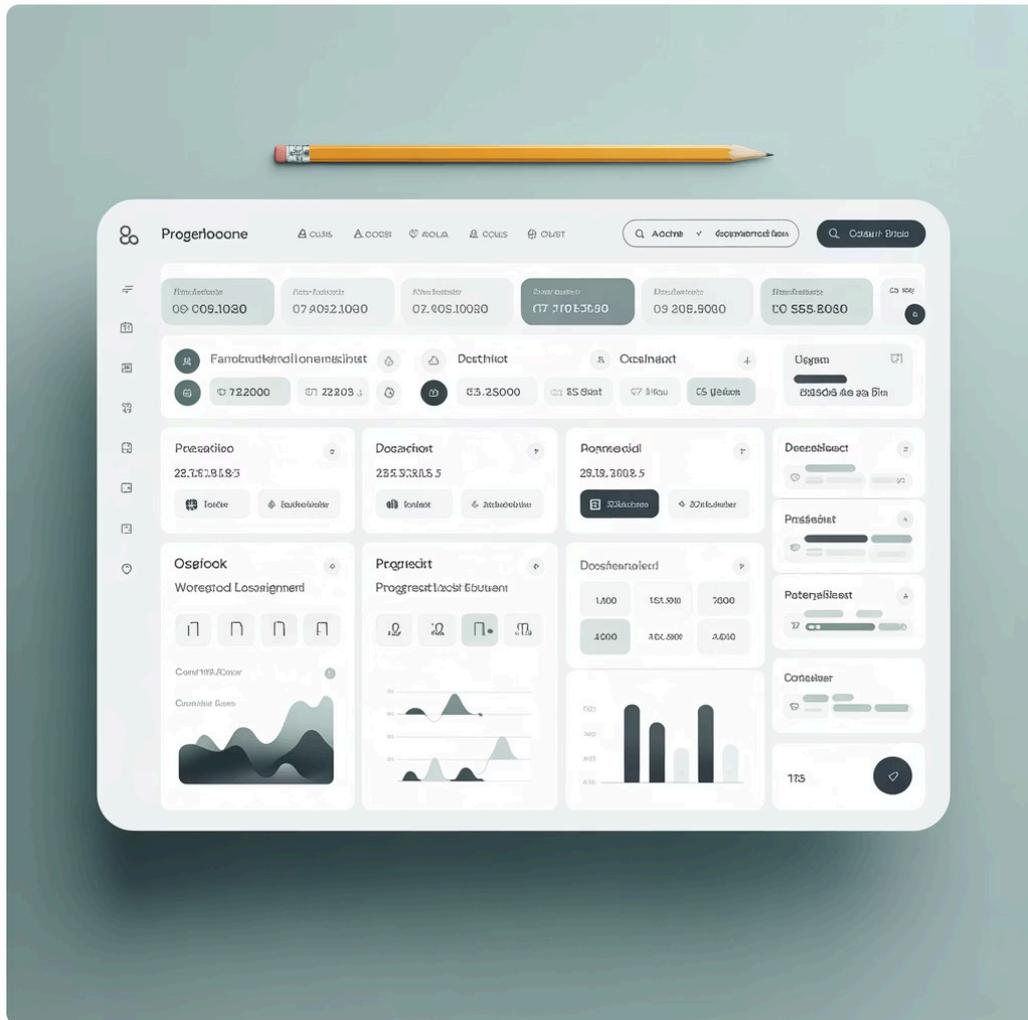
Explains Reasoning

Justifies recommendations in business terms

Red flags: can't prioritize or makes random suggestions without reasoning.

# Part 3: Working Style and Process

## Question 9: How do you communicate progress?



### Red Flags

- "I'll let you know if there are problems"
- Expects you to ask for updates
- No system or routine

### Good Answer

- Regular updates (daily/weekly)
- Uses tools (Clickup, Linear, etc.)
- Screenshots or demos
- Proactive about blockers

## Questions 10-12: Problem-Solving and Collaboration



When you get stuck, what do you do?

**Good:**

- tries to solve it with time limit
- asks for help when needed
- communicates blockers

**Red flag:** "I never get stuck"



How do you handle disagreements?

**Good:**

- explains reasoning
- finds middle ground
- knows YOU own the product

**Red flag:** Very defensive, won't listen to non-technical input,



What tools do you use to manage work?

**Good:**

- uses project management tool
- organized approach

**Red flag:** "I just keep it in my head"

# Part 4: Commitment and Availability

## Question 13: What else are you working on right now?

### RED FLAGS

- Multiple full-time projects
- Vague about commitments
- Won't give straight answer

### Acceptable Answers

- One other part-time project wrapping up
- Clear commitment to hours/week for you
- Specific availability

### Not Acceptable

- "Several projects, but don't worry"
- Full-time job plus your project as side gig
- "I'll make it work"

## Questions 14-15: Hours and Start Date

Question 14: How many hours per week can you commit?

### Red flags:

- Vague - "I'm flexible"
- Won't commit to specific hours
- Promises 60 hours/week

**Good answer:** specific days/times, realistic expectations

Question 15: When could you start?

### Red flags:

- Can start immediately (if they claim to be busy)
- Will ghost current clients to start with you

**Tests:** Professionalism and notice period with current clients



## Part 5: Their Questions for You

# What questions do THEY ask?

### BAD SIGNS

Only care about getting paid

- First question is about payment
- Only asks about tech stack and budget
- Zero questions about your business

### GOOD SIGNS

Care about the project

- What problem does this solve?
- Who are your target users?
- What happens after MVP launch?

# Part 6: References and Portfolio

## Check References - Actually Call Them

- 1 How was communication?  
Did they proactively update you?
- 2 Did they meet deadlines?
- 3 How was the handoff/documentation?
- 4 Would you hire them again?
- 5 What was the most challenging aspect?

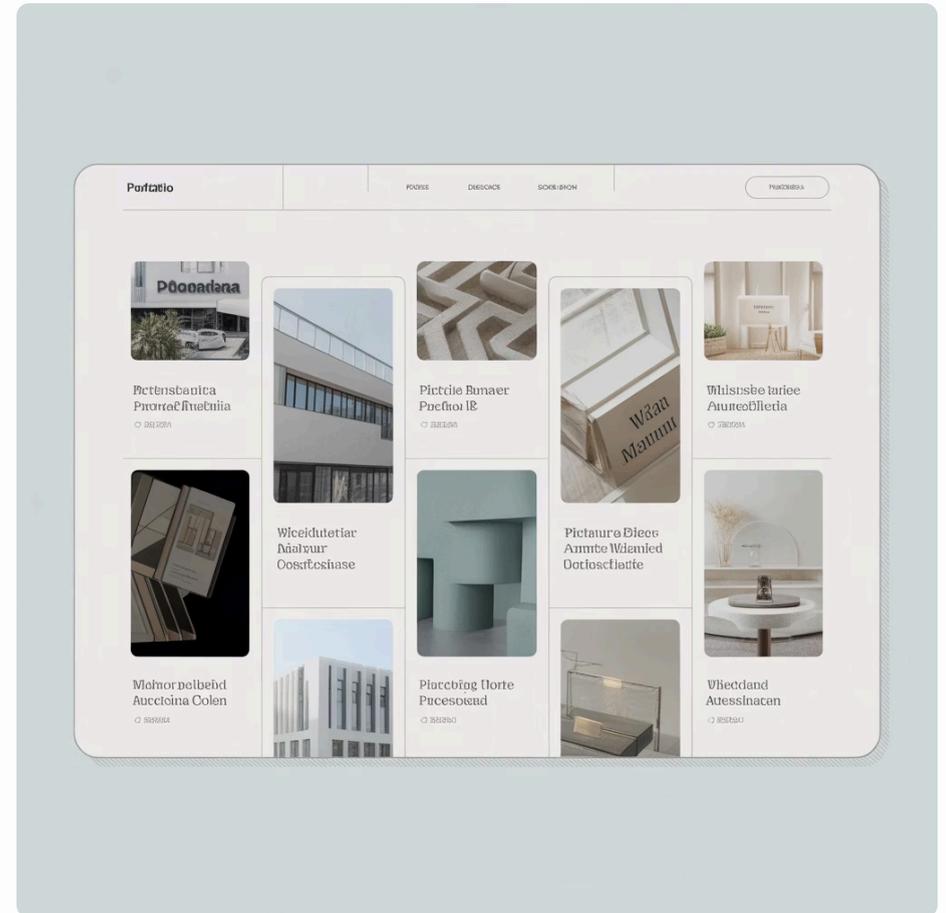
# Portfolio Review

## What to Look For

- Projects similar to yours in scope
- Can they explain the problem each solved?
- Do projects look finished/polished?

## Ask

- Can you show me the live site?
- What was your specific role?
- How long did this take?



# Immediate Pass - Don't Continue Interview

## Stop immediately if they:

Won't do a live-coding session with tech consultant

Won't agree to code reviews

"I don't write tests" (shows sloppiness)

Can't give references

Badmouth multiple previous clients

Make you feel stupid for asking questions

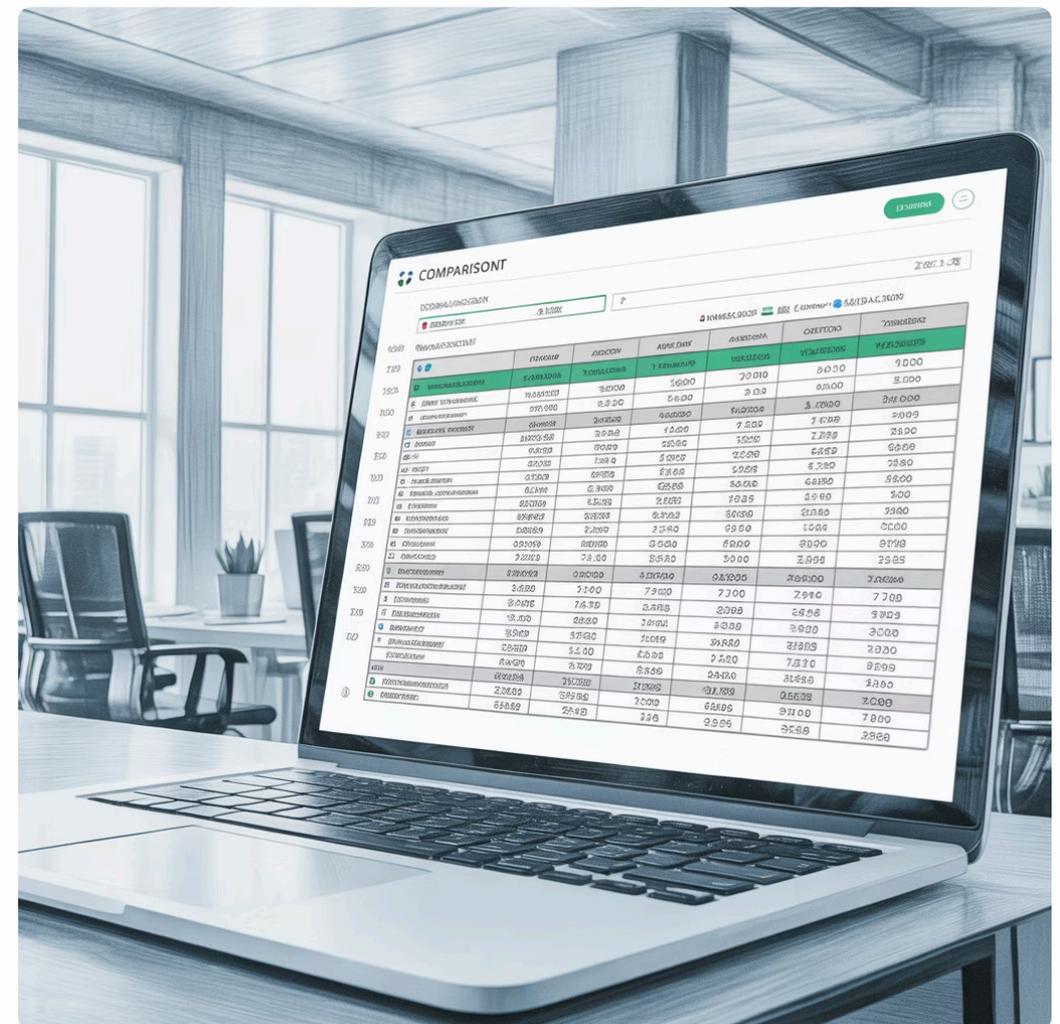
# Comparison

## Track for Each Candidate

- Timeline estimate
- Budget estimate
- What they identified as hard/missing
- Communication clarity (1-10 rating)
- Business thinking (1-10 rating)
- References quality
- Red flags count
- Gut feeling

## Big Differences to Investigate

- One candidate is 50% cheaper (why?)
- Timeline estimates vary by 2x (why?)
- Only one mentions specific concerns (are others lazy or first one wrong?)



The image shows a laptop screen displaying a software interface titled "COMPARISON". The interface features a table with multiple columns and rows of data. The table is organized into sections, with the top section having a header row in green. The data is presented in a structured format, likely representing a comparison of different candidates or projects. The background of the image is a blurred office setting with a window and a chair.

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# Your Final Decision Criteria



## Must-Haves (Non-Negotiable)

- Communicates clearly
- Shows genuine interest in your business/users
- References check out
- Zero major red flags
- Your gut says yes



## Nice-to-Haves (Tie-Breakers)

- Similar project experience
- Asks great questions
- Identifies problems in your specs
- More organized communication



## Deal-Breakers

- Any major red flags from this document
- Gut feeling is no
- References are bad
- Can't explain past work simply
- Makes you feel stupid or intimidated