

Hiring is Not Hazing

Aja Hammerly
@the_thagomizer

DevRelCon - Nov 2021



Interviews
Suck

Tech Interviews
Suck More

I hate whiteboard interviews. CS 201 stuff isn't relevant to my job.

I hate homework problems. The last one I did took 8 hours.

I hate pairing interviews. I don't know anything about their domain.

Whiteboard interviews are so unfair. So what if I miss a semi-colon?

Interviews all suck. It feels like the interviewer just wants to show off.

*I hate whiteboard interviews. **CS 201 stuff isn't relevant to my job.***

*I hate homework problems. **The last one I did took 8 hours.***

*I hate pairing interviews. **I don't know anything about their domain.***

*Whiteboard interviews are so unfair. **So what if I miss a semi-colon?***

*Interviews all suck. **It feels like the interviewer just wants to show off.***

*I hate whiteboard interviews. **CS 201 stuff isn't relevant to my job.***

*I hate homework problems. **The last one I did took 8 hours.***

*I hate pairing interviews. **I don't know anything about their domain.***

Whiteboard interviews are so unfair. So what if I miss a semi-colon?

Interviews all suck. It feels like the interviewer just wants to show off.

I hate whiteboard interviews. CS 201 stuff isn't relevant to my job.

I hate homework problems. The last one I did took 8 hours.

*I hate pairing interviews. **I don't know anything about their domain.***

*Whiteboard interviews are so unfair. **So what if I miss a semi-colon?***

Interviews all suck. It feels like the interviewer just wants to show off.

I hate whiteboard interviews. CS 201 stuff isn't relevant to my job.

I hate homework problems. The last one I did took 8 hours.

I hate pairing interviews. I don't know anything about their domain.

Whiteboard interviews are so unfair. So what if I miss a semi-colon?

*Interviews all suck. **It feels like the interviewer just wants to show off.***

Bad Questions

Bad Evaluation

Bad Attitudes

We Can Do
Better

Better Questions

Better Evaluation

Better Attitudes

Better Questions

Keep It Simple

Easy is OK

Avoid Jargon

```
{ "name": "Emma",  
  "species": "feline",  
  "weight": 22 }
```

Give Examples

Use A Familiar
Context

Problematic Contexts

- Sports
- Games (even if you supply the rules)
- Industry (finance, retail, etc)
- Math (yes really)

Be Relevant

No

Brainteasers

Don't
overspecify

Better Evaluations

Rubrics

Rubrics

!=

Points

Question Yourself

Why Not Higher?

Why Not Lower?

Can the candidate clearly explain their technical decisions?

Did the candidate consider common error and race conditions?

How did the candidate handle hints/feedback?

Does it matter?

Assume

Ramp Up Time

Gender Neutral Pronouns

They / Them

Better Attitudes

Positivity

Team

The Candidate

Strengths Focused

Don't Dwell On Mistakes

Accept “I Don’t Know”

Would They Fit
Elsewhere?

Lightning Round

**Biology
Happens**

Accommodations

Offer Coaching

Be Human

**Don't Ask
Personal Questions**

Thank You