

# Eval Sheet

# CODING INTERVIEW EVALUATION CRITERIA

based on top tech company rubrics

**RATING** | Strong hire | Hire | No hire | Strong no hire

## OVERALL EVALUATION

| CRITERIA             | RATING |
|----------------------|--------|
| Communication        |        |
| Problem Solving      |        |
| Technical Competency |        |
| Testing              |        |
| OVERALL              |        |

| CRITERIA             | STRONG HIRE  | HIRE  | NO HIRE  | STRONG NO HIRE  |
|----------------------|--|---|--|---|
| COMMUNICATION        | Constantly communicating; well-organized, succinct, clear.   | Sufficient communication; interviewer had to ask some follow up to understand.  | Insufficient, disorganized or unclear communication.                   | Could not communicate with any clarity or stayed silent.  |
| PROBLEM SOLVING      | No trouble understanding, approaching, optimizing with speed and accuracy. Discussed multiple solutions indepth. | Understood, approached and optimized reasonably well; but did not have sufficient time to delve into multiple solutions or tradeoffs. | Did not understand, approach or optimize well.                         | Unable to solve the problem or did it without much explanation of their thought process. Approach was disorganized and incorrect. |
| TECHNICAL COMPETENCY | Min bugs, good coding practices. Strong knowledge of language paradigms.   | Some difficulty translating solution to code. Suboptimal use of language paradigms.   | Struggled to produce working solution in code. Multiple syntax errors. | Could not produce a working solution in code. Major syntax errors.  |
| TESTING              | Systematic testing and self-correction including edge cases  | Some difficulty in systematic test  | Did not handle corner cases. Not able to correct bugs in code.         | Did not test code against typical cases. Glaring bugs not caught.   |

# The Vin Diagram

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