

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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