HIRING DEVELOPERS, WITH SCIENCE!

J o e  M A S T E Y   @jmmastey
WHY ARE WE HERE
hiring is important
interviewing is hard
interviewing is expensive
and we make it harder on ourselves
you aren't measuring
what you think you are
THE

SCIENCE

BIT

@jmmastey
industrial & organizational psychology
VALIDITY
valid
(but not reliable)
majestic beard

10x coding glasses
RELIABILITY
reliable
(but not valid)
reliable ≈ consistent
usability
not so usable
IQ test

Puzzles

Reliable

Behavioral

Valid

Work sample
Pick 2

work sample

usable

valid

reliable

@jmmastey
test your interviews
USING OUR NEW TOOLS
* JOB POSTING *
what do you need?
what are you asking for?
where are you asking?
* INITIAL SCREEN *
how many ActiveRecord classes end in "d"?
if \( x \% 5 = 0 \)
write our whole app
(1 week deadline)
are you ready
to start your test?
* INTERVIEW DAY *

@jmmastey
minimize guessing
and variance
Acyclic Fizz Bubble Red Black Sort
if thing - works()
JIRA #24501

@jmmastey
so, imagine you're lead on a project and...
tell me about a time...
et vous?
* DEBRIEF *
RECAP
thanks!

more reading  bit.ly/1W4OXEf