



# Interview Questions Template

Here are the key attributes we look into a candidate for our team

## Our Team Principles

- Value A
- Value B
- Value C
- ...

## The company values (if applicable)

- Value 1
- Value 2
- Value 3
- ....

## Practices about questions

### DOs for questions

- Ask to describe a past situation
- Situational or behavioral questions
- Open-ended: *What, How, Tell me more...*
- Ask specific examples

### DON'Ts for questions

- Vague
- Non-relevant to the scorecard
- Too hypothetical on future behaviours (what if...?)
- Leading the candidate with questions

### Red flags for candidates:

- no mention of past failures
- exaggeration of achievements
- taking credit for others on success

- blaming others for mistakes
- talks bad about past bosses or colleagues
- vague explanation of transition of jobs
- interested in the perks over the job itself
- trying too hard to look like the expert “I know it all”
- self-absorbed

### **List of questions by category:**

#### **1st: THE WHO INTERVIEW (CALL or F2F, 45-60 min)** **by Team Lead / Hiring manager**

##### 1. What are their personal motivations?

- Q: *What does in Company A/Studio B interest you? Why would you see yourself as a fit?*
- Q: *How does this job fit into your vision of your life?*
- Q: *What makes you wake up everyday?*
- Q: *What does a good day at work look like?*
- Q: *What do you want to do differently in your next job?*
- Q: *What do you believe you can achieve with us personally or professionally that you can't anywhere else in the world?*

##### 2. What is their professional history and achievements?

- Q: *What are your career goals?*
- Q: *what are you really good at professionally?*
- Q: *what are you not good at or not interested in doing?*
- Q: *What's the difference between someone who's great in your role versus someone who's outstanding?*
- **5 questions framework** on the last 2 jobs:
  - *What were you hired to do?*
  - *What accomplishment are you the most proud of?*
  - *What were some low points during that job?*
  - *Why did you leave that job?*
  - *Who was your boss's name and how do you spell that? what was it like working with him/her? what he/she will tell me your biggest strengths and areas for improvement when we talk to that person?*

##### 3. Values and Culture

- Q: *What do you stand for in life?*

- Q: Describe what is the ideal team lead for you?
- Q: How do you define balance in life and what has been your most effective way at achieving it?
- Q: What is a good company culture to you?

#### 4. Hobbies and Self-development

- Q: Hobbies or interests outside of gaming?
- Q: Did you try anything new recently? Why?
- Q: What self development activities are you currently engaged in?
- Q: Tell me about something about you that is not on your CV.

#### 5. Knowledge about games (when applicable)

- Q: Genre you think is growing the fastest?
- Q: Describe an interesting or inspiring feature from a game you've recently played. Why?
- Q: What mobile games do you play? Do you spend on mobile games?
- Q: What are the key games that came out last year?
- Q: Game communities you're active in currently?

### **2nd: TEAM INTERVIEW (ONSITE, 60 min x 2): focus on Values and Skills** **By Team peers / ambassadors**

#### **SOFT SKILLS**

##### 6. Are they a team player? (Value 1)

- Q: Describe your current team. What do you like and dislike?
- Q: Tell about a situation where you assisted a co-worker. What was the situation? What was your involvement and what was the outcome?
- Q: Describe a situation where you were responsible for getting others to make a change. What role did you play and what actions did you take? What was the outcome? If you had to do it again, would you do anything differently?
- Q: Time you worked with a challenging personality and how you dealt with it?

##### 7. Do they have a growth mindset? What is their ambition in life? (Value 2)

- Q: What projects have you started on your own? Why did you start the projects? What did you learn from doing the projects? What were the results?
- Q: Name three things you have done in the past two years to grow in your job.
- Q: Tell me about a specific time you sought specific feedback on your performance from subordinates. Specifically, how did you use the feedback? Cite specific changes resulting from the feedback?
- Q: What is the hardest you've ever worked on something in your life?
- Q: Describe a major change you have made in the past two years. How did you accomplish the change? What difficulties did you encounter and how did you work

*through the difficulties? What personal factors assisted you in making the change?  
Would you do anything differently if you had to do it again?*

8. How do they take critique and failure? (Value 3)

- *Q: Describe a time when you received negative feedback and how you handled it*
- *Q: Everyone has made some poor decisions or has done something that just did not turn out right. Give an example of when this happened to you. What did you learn? What would you do differently?*
- *Q: Describe a negative work experience you learned from. Describe the circumstances and give an example to show you applied the learning to a work situation.*
- *Q: Describe a time when you disagreed with an evaluation or feedback you received about your performance. How did you handle the situation? What impact did it have on you? What did you learn?*

9. How do they handle conflicts? (Value 4)

- *Q: It can be difficult to build good relationships at work but sometimes it doesn't always work. If you can, tell about a time when you were not able to build a successful relationship with a difficult person. How did you handle the situation? How did you accomplish the work?*
- *Q: Tell me about a time you strongly disagreed with your manager. What did you do to convince him or her that you were right? What ultimately happened?*
- *Q: Give a specific example of a situation you had serious conflict with your lead/supervisor. What was the conflict about? How were you involved in the conflict and what was the outcome? What did you learn?*
- *Q: What is the toughest group that you've had to get cooperation from? Describe how you handled it. What was the outcome?*
- *Q: What is your typical way of dealing with conflict? Give me an example. What have you learned from dealing with conflict?*

11. Self-Awareness / Self-agency (Value 5)

- *Q: How would you describe your personality?*
- *Q: What do you do that others in your personal life might find annoying?*
- *Q: What kind of people annoy you the most, and how do you deal with them?*
- *Q: What would hold you back from taking a job with us?*
- *Q: Tell me about the last time you did something that scared you.*

## **HARD SKILLS**

### **FOR DESIGN & ART**

11. How do they generate ideas? / DESIGN & ART

- Q: Give examples to illustrate how you have generated ideas that represent thinking “outside the box.” How were your ideas received by others? What became of the ideas?
- Q: Ask them to break down a feature they've worked on
- Q: Tell me about ideas that you have moved before and abandoned / killed + why?
- Q: What projects have you started on your own? Why did you start the projects? What did you learn from doing the projects? What were the results?

#### 12. How do they iterate? / DESIGN & ART

- Q: How do you get input to make design decisions?
- Q: How do you check with players that the design intended works?
- Q: Where and how do you seek source of feedback on design?
- Q: Describe a time when others disagreed with your ideas and how you handled it.

#### 13. Process & Ownership / DESIGN & ART

- Q: What methods do you use to document your concepts / features?
- Q: Where do you think the role of X begins and ends?

#### 14. Market knowledge / DESIGN & ART

- Q: What would your ideal social feature look like? There are no limits.
- Q: Tell me some good examples of social design in F2P games
- Q: Existing games with good system design? Why? What to improve?

#### FOR ANALYTICS/PM/DESIGN

- Q: How do you use data in the games you've worked on? What's the limit of data? What tools have you used?
- Q: Use of data in your own workflow. What are the most important metrics in your job / role?
- Q: Describe a time data influenced a design - reaction or iteration
- Q: Example how they've used data to inform their decisions

#### FOR PROGRAMMERS

- Q: Rate yourself on a scale of 0 to 10 with 0 indicating no knowledge or skill and 10 indicating above average knowledge and skill on the following areas: (would have approximately 10 areas of knowledge or skill specific to job—would range from specific job skills such as typing/work processing to higher level skills such as negotiation and conflict resolution).
- Q: Where do you think the role of X begins and ends?

- Q: Compare what you know about the job you are interviewing for and your own knowledge and skill. What areas of development do you feel you will need to meet the job expectations?

## PRODUCER

- Q: Describe a time when one of your staff or your work team was working below work expectations. What was your response? How did the other party/parties respond? What was the ultimate outcome?
- Q: Tell me specifically what you have done to create an atmosphere of trust and empowerment within your sphere of influence. What tangible results have you seen from your efforts?

## REFERENCE ITW (call, 20-30min)

### **By the Hiring Manager**

- 1) What was your relationship / work period with this person?
- 2) From a scale 1 to 5, how would you rate the person? Technically speaking. Where would you say he/she is excellent at?
- 3) What are their areas of improvement?
- 4) During the time working with him, what were the situations where it has been a challenge to work with him/her?
- 5) We have doubts/reservation about this person regarding XYZ, what could you tell us more based on your own experience working with him/her?
- 6) We consider him/her for the position of Experienced dev, would you have any concerns or things to pay attention for him/her on that position?
- 7) Overall, would you re-hire or recommend XXX?

### Other additional questions

- Would you consider him to be a driving force? If so/If not why?
- How would you evaluate his relationship with others (colleagues)? Are there any type of profiles he/she would have issues working with?