

Is Your Technical Interview Format Outdated?

Use this quick audit to evaluate whether your current interview process is truly assessing the skills that matter, and where it might be time for a refresh.



How to Score It

For each box you check, give yourself 1 point. There are 16 total points across the four sections.



Are you testing real-world skills?

Ask yourself:

- Do your questions reflect actual tasks the role involves?
- Can candidates collaborate, clarify requirements, or make trade-offs?
- Are prompts open-ended enough to assess systems thinking, not just syntax?
- Have you removed trivia-style or memory-based coding puzzles (e.g. FizzBuzz)?

If not, you might be filtering for recall v.s. not reasoning.



Are your interviews fair and inclusive?

Check for these bias-reducing practices:

- Are expectations (tools allowed, evaluation focus) clearly shared with every candidate?
- Have you trained interviewers to follow a rubric or structured evaluation?
- Do candidates have time to ask questions and explain their thinking?
- Have you made room for different communication styles and backgrounds?

Inconsistent formats = inconsistent signals and potential inequity.



Are you AI-aware (not AI-blind)?

Be realistic about the tools developers use today:

- Have you decided whether AI tools (e.g., ChatGPT, Copilot) are allowed in interviews?
- Are your questions designed to test human strengths, like judgment and adaptability?
- Are interviewers trained to assess how candidates use AI, not just if they do?
- Are you testing the skills AI can't replace, like trade-off thinking, debugging, and communication?

If your prompt can be answered faster by an LLM than by a person, it's time to rewrite it.



Are you running the interview as a conversation, not a performance?

A few key habits signal a collaborative approach:

- You introduce the format and evaluation focus up front.
- You encourage candidates to think aloud.
- You offer light guidance or context during the session.
- You give feedback or a clear next step post-interview.

Good interviews leave every candidate—pass or fail—feeling respected.

How to Score It

16/16

Your interviews are probably in great shape. Time to refine, not reinvent.

8–11

Room to grow. Start with clearer goals, better questions, and structured feedback.

12–15

You're on solid ground. Focus on clarifying expectations and modernizing questions.

<8

It's time for a reset. Use our [free eBook](#) to help you build a modern, fairer process.

Use this score to start a conversation with your engineering leaders and plan what to tackle first in 2026.