

# SHORE

*teams*



**SELECTING THE  
RIGHT DEVELOPERS**

The background features two sets of parallel diagonal lines. One set starts from the top-left corner and extends towards the center, while the other set starts from the bottom-right corner and extends towards the center. Each set consists of a thin white line and a slightly thicker orange line.

In this SHOREeBook edition, we are proposing a few guidelines on selecting the right developers.

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# 01

## INTERVIEWS

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Interviewing people via an online meeting can be slightly different than interviewing them face-to-face. If you have not done this before pay attention to the following:

- ❑ **Preparation**  
Is the candidate on time, is his/her equipment working (connection, camera, audio), did they choose a good setting/environment, how is the lighting, are there no distractions, is their phone switched off, did he or she prepare possible answers, is the candidate dressed appropriately
- ❑ **Body language**  
Does the candidate have an active position (sit up straight), has a comfortable posture, is he/she confident, does the candidate smile, is he/she keeping eye contact (looking at the camera)
- ❑ **Energy**  
Do you get energetic replies from the candidate, does he/she show (too) much body movement (should not be too much and close to the body), does the candidate asks questions, is he/she focused on the interview, makes notes, etcetera.
- ❑ **Communication**  
Does the candidate understand your questions, is the candidate able to answer them in a simple and clear and understandable way, how confident is he/she when giving answers

If you are not sure what to ask during the interview, check here to get inspired by plenty of questions.

# 02 PERSONALITY/ INTELLIGENCE TEST

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To get a better understanding of the personality, strengths and weaknesses of the candidate we recommend having them take a (few) test(s). <https://www.123test.com> gives you plenty of really good tests for free or only for a few Euros.

E.g. there are IQ tests, Personality tests, Team Role tests, Competency tests and Work Values tests.

We recommend to at least get the full version/report of the Personality test. This document with over 40 pages will give you a better insight on the candidate for sure.

# 03 LANGUAGE TEST

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Communication is one of the most important things in everyday life, let alone remote work. Therefore we suggest that candidates take one or more language skill tests. The most obvious one is an English Proficiency test.

We can recommend:

<https://www.englishradar.com/english-level-test>  
(have the candidate send you the result).

# 04 SKILLS TESTING

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Finally, we believe that code review should be included in assessing programming skills. We encourage companies to build their own coding tests that will include code review challenges.

It's pretty convenient for most companies as you can use your old code base to prepare such a task. You could also consider a coding assignment. It contains a problem statement, acceptance criteria, expectations from the code and other general instructions.

Some of the expectations could be:

- a) The code should be elegant and simple.
- b) It should have some sort of test.
- c) It should be readable, maintainable and production quality code.
- d) It should have a Readme file with instructions for the ease of review.



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