

Web Development Interview Questions

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Candidate: _____

Interview: _____

A. Teams

1. What are the sizes of teams you have worked on?
2. Which do you prefer? Large, small, alone?
3. Were there any employees who reported to you? If so, how many?

B. Projects

1. What are the sizes of projects you have worked on?
2. Which do you prefer?
3. How would you describe the complexity of projects you have worked on?
4. Describe your favorite project?
5. How was it spec'd?
6. Estimate a quantity of projects that you have been involved in from start to finish.
7. How do you handle deadlines?
8. Do you always meet deadlines?
9. Did you have to document your projects?
 - a. If so, what did you provide?
10. How do you handle comments in code?

C. Career

1. Why did you leave your previous job?
2. What did you like best about your previous position?
3. What did you like the least about your previous position?
4. What type of position are you looking for?
5. What would you like to do?

See also traditional questions below:

D. Development/Tools

1. What tools do you use?
 - A. Development – IDE, text editor, etc.
 - B. Version Control – CVS, SVN, VSS
 - C. Continuous Integration – Draco.NET, CruiseControl, TeamCity
 - D. Image Editing and manipulation – Photoshop, Illustrator, Gimp, Paint
 - E. Documentation – Doc Generators
 - F. Automated Testing – Selenium, NUnit, JUnit, TestComplete, Watir

2. Tell me about your bag of tricks? {
 - A. What languages do you use and for what?
PHP, Javascript, CSS, XML, C#, Ruby on Rails, CMS, Flash, ActionScript, etc.
 - B. What Libraries have you used? What do you include in your bag of tricks?
ADODB (PHP), YUI (JS), Scriptaculous (JS), PEAR (PHP), Prototype (JS), Enterprise Library (.Net), Composite UI Block (.Net), WSE(.Net), AJAX .Net Extensions (.Net), Dojo (JS)}
3. What resources do you keep available?
4. If you had to program a web app on a desert island (with no Internet), what is the essentials?
5. How do you keep your {web design knowledge | technology curve | skills } up to date?

E. Testing

1. Describe your method for testing?
2. What specific things do you look out for?
3. How do you test for those?

F. Customer Service

1. Describe your Customer service experience.
2. How do you handle a client who does not understand the limitations of the web?
3. How about one who wants a design against your professional judgment?
4. How do you handle a project that is not going the way you want it to?
Designwise (graphical or feature/specification/implementation)

G. Design

1. How would you determine which browser and platform combinations your company's web design should support?
2. Faced with the choice between a fluid (ie flexible width) layout and a fixed width layout for a new website design, which would you choose? Why?
3. At what stage/s of the development lifecycle should end users be involved?

H. Behavioral

1. Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way.
2. Describe a time when you were faced with a stressful situation that demonstrated your coping skills.
3. Give me a specific example of a time when you used good judgment and logic in solving a problem.
4. Give me an example of a time when you set a goal and were able to meet or achieve it.
5. Tell me about a time when you had to use your presentation skills to influence someone's opinion.

6. Give me a specific example of a time when you had to conform to a policy with which you did not agree.
7. Please discuss an important written document you were required to complete.
8. Tell me about a time when you had to go above and beyond the call of duty in order to get a job done.
9. Tell me about a time when you had too many things to do and you were required to prioritize your tasks.
10. Give me an example of a time when you had to make a split second decision.
11. What is your typical way of dealing with conflict? Give me an example.
12. Tell me about a time you were able to successfully deal with another person even when that individual may not have personally liked you (or vice versa).
13. Tell me about a difficult decision you've made in the last year.
14. Give me an example of a time when something you tried to accomplish and failed.
15. Give me an example of when you showed initiative and took the lead.
16. Tell me about a recent situation in which you had to deal with a very upset customer or co-worker.
17. Give me an example of a time when you motivated others.
18. Tell me about a time when you delegated a project effectively.
19. Give me an example of a time when you used your fact-finding skills to solve a problem.
20. Tell me about a time when you missed an obvious solution to a problem.
21. Describe a time when you anticipated potential problems and developed preventive measures.
22. Tell me about a time when you were forced to make an unpopular decision.
23. Please tell me about a time you had to fire a friend.
24. Describe a time when you set your sights too high (or too low).
25. How do you prioritize?

I. Traditional Job Interview Questions

1. How would you describe yourself?
2. Why did you leave your last job?
3. What are your long range and short range goals and objectives?
4. What specific goals other than those related to your occupation, have you established for yourself for the next ten years?
5. What do you see yourself doing five years from now? Ten years from now?
6. What do you really want to do in life?
7. What are your long range career objectives?
8. How do you plan to achieve your career goals?
9. What are the most important rewards you expect in your career?
10. What do you expect to be earning in five years?
11. Why did you choose this career?
12. Can you explain this gap in your employment history?
13. How well do you work with people? Do you prefer working alone or in teams?
14. How would you evaluate your ability to deal with conflict?
15. Have you ever had difficulty with a supervisor? How did you resolve the conflict?
16. What's more important to you -- the work itself or how much you're paid for doing it.
17. What do you consider to be your greatest strengths and weaknesses?

18. How would a good friend describe you?
19. Describe the best job you've ever had.
20. Describe the best supervisor you've ever had.
21. What would your last boss say about your work performance?
22. What motivates you to go the extra mile on a project or job?
23. Why should I hire you?
24. What makes you qualified for this position?
25. What qualifications do you have that make you successful in this career?
26. How do you determine or evaluate success?
27. What do you think it takes to be successful in a company like ours?
28. In what ways do you think you can make a contribution to our company?
29. Do you have any hobbies? What do you do in your spare time?
30. Have you ever been fired or forced to resign?
31. What qualities should a successful manager possess?
32. Do you consider yourself a leader?
33. What are the attributes of a good leader?
34. Describe the workload in your current (or most recent) job.
35. Which is more important: creativity or efficiency? Why?
36. What's the most recent book you've read?
37. Describe the relationship that should exist between the supervisor and those reporting to him or her?
38. What two or three accomplishments have given you the most satisfaction? Why?
39. Describe the most rewarding experience of your career thus far.
40. If you were hiring a job-seeker for this position, what qualities would you look for?
41. Do you have plans for continued study? An advanced degree?
42. In what kind of work environment are you most comfortable?
43. How do you work under pressure?
44. Are you good at delegating tasks?
45. What's one of the hardest decisions you've ever had to make?
46. How well do you adapt to new situations?
47. Why did you decide to seek a position in this company?
48. What can you tell us about our company?
49. What interests you about our products?
50. What do you know about our competitors?
51. What two or three things are most important to you in your job?
52. Are you seeking employment in a company of a certain size? Why?
53. What are your expectations regarding promotions and salary increases?
54. What criteria are you using to evaluate the company for which you hope to work?
55. Do you have a geographic preference? Why?
56. Are you willing to relocate?
57. Are you willing to travel for the job?
58. Why do you think you might like to live in the community in which our company is located?
59. What major problem have you encountered and how did you deal with it?
60. What have you learned from your mistakes?
61. What have you accomplished that shows your initiative and willingness to work?

J. XHTML

Please identify how you would improve this code snippet.

```
<html>
  <body>
    <title>Company X</title>
    <h1>Welcome to the Company X home page</h2>
    <table width=100% bgcolor=ffffff border=0>
      <td align=top><center>Latest News & Information</center>
      <p>&nbsp;</p>
      <p>This page provides the latest news
      and information from Company X.</p>
      
    </table>
  </body>
</html>
```

Derived from: <http://www.deyalexander.com.au/resources/interview-developers.html>

K. XHTML Possible Answers

1. There is no [document type](#) declaration
2. The `title` should appear between `head` elements
3. The closing heading tag is incorrect. It should be an `h1`. This would cause the whole document to be formatted at heading level 1.
4. The `table` [attribute values should be quoted](#)
5. The table background colour, `bcolor`, should be expressed as `#ffffff` or `#fff` or better still, presentation should be handled in a stylesheet
6. The table cell, `td`, needs to be enclosed by a table row, `tr`
7. `top` is not a valid attribute for `align`. It is an attribute of `valign`, and `valign` is a deprecated attribute in XHTML.
8. The `center` element is deprecated. Use a stylesheet for presentation
9. There is no closing table cell element, `/td`
10. An [HTML entity](#), `&`, should replace the ampersand in Latest News and Information
11. The paragraph containing the non-breaking space entity, ` `, should be removed. These are frequently generated by WYSIWYG HTML editors and unnecessarily bloat code
12. A smart candidate may suggest a more descriptive page title or the use of meta data to increase the chances of the page being usefully indexed by search engines.
13. `P` tags in middle of table.
14. `IMG` tag does not have `alt` attribute.
15. There is a space in the image source name, generally not desirable.
16. Adding a height and width to the `IMG` will help decrease browser render time.
17. `Border` attribute, deprecated but sometimes necessary.

L. CSS

Please identify how you would improve the following code snippet.

```
body {
    color: #000000
    background-color: #ffffff
    font-face: "Arial, Helvetica, sans-serif"
    font-size: "medium"
}
code pre {
    color: #000000
    background-color: #ffffff
    font-face: "monospace"
    font-size: "small"
}
.footer {
    color: #666666
    background-color: #ffffff
    font-face: "Arial, Helvetica, sans-serif"
    font-size: "tiny"
}
```

Derived from: <http://www.deyalexander.com.au/resources/interview-developers.html>

M. CSS Possible Answers

1. Each property/value pair needs to have a semi-colon separator (not needed for the last pair)
2. `Font-face` is not a valid property. `Font-family` should be used
3. Property values do not need to be quoted
4. A comma should be used between the selectors `code` and `pre`
5. `Tiny` is not a valid value for the `font-size` property

N. PHP

Please identify how you would improve the following code snippet.

```
<?php
    error_reporting(E_ALL);
    require_once(PATH_INC.'header.php');
?>
<div id="content">
    <h1 id="<?php echo $pagetitle; ?>"><?php echo ucwords($pagetitle)?></h1>
    <?php if ($POST[SUBMIT]) { ?>
        <p class="success"> You entered <?php echo $POST[name]; ?> for your name
        and $POST[email] for your email address.</p>
    <?php } else { ?>
    <form action="contact.php" method="post" class="f-wrap-1">
    <div class="req"><b>*</b> Indicates required field</div>
        <fieldset>
            <h3>Contact Form</h3>
            <label for="firstname"><b><span class="req">*</span>First name:</b>
                <input id="firstname" name="firstname" type="text" class="f-name" tabindex="1" /><br />
            </label>
            <label for="emailaddress"><b><span class="req">*</span>Email Address:</b>
                <input id="emailaddress" name="emailaddress" type="text" class="f-email" tabindex="3" /><br />
            </label>
            <fieldset class="f-checkbox-wrap">
                <b>Favorite Colour:</b>
                <fieldset>
                    <label for="blue">
<input id="blue" type="checkbox" name="checkbox" value="checkbox" tabindex="5" />Blue</label>
                    <label for="green">
<input id="green" type="checkbox" name="checkbox2" value="checkbox" tabindex="6" />Yellow</label>
                    <label for="yellow">
<input id="yellow" type="checkbox" name="checkbox3" value="checkbox" tabindex="7" />Green</label>
                </fieldset>
            </fieldset>
            <div class="f-submit-wrap">
                <input id="submit" name="submit" type="submit" value="Submit" tabindex="12" /><br />
            </div>
        </fieldset>
    </form>
</div>
```

O. PHP Possible Answers

1. The global 'PATH_INC' is not defined.
2. Input is not sanitized for SQL Injection, XSS etc.
3. Input is not validated against proper types. (Email address, telephone number)
4. Error Reporting should not be E_ALL on a production server.
5. Default values for variables are not defined.
6. \$POST is not the proper superarray, it should be \$_POST.
7. The associative array key for \$_POST should be escaped.
8. Content from the post is output directly to the screen (see #2 &3)
9. No error handling.
10. Checkbox colours and labels do not match for green and yellow.
11. If..Else not closed (could argue close is in footer, but is that good practice?)

P. C#

```
public void DoSomething(int[] some_array)
{
    int Total;
    foreach(int item in some_array)
    {
        Total = Total + item;
    }
}
```

Q. C# Possible Answers

1. Method name is not descriptive.
2. `some_array` parameter and `Total` field should follow camelCase naming conventions.
3. Use more concise `+=` operator.
4. Method should return its result.

Interview Keywords

Topic	Things We Want to Hear	Things We Don't Want to Hear
Web Server	Apache, IIS, Mongrel, Light (lighttpd), Resin, .htaccess	
Databases	MySQL, Microsoft SQL (MSSQL, SQL Server), PostgreSQL, SQLite, XML, Text Files	
Programming Languages	PHP 4, PHP 5, ASP, ASP.Net, VB.Net (Visual Basic.Net), C# (C-Sharp), Perl, RoR (Ruby on Rails), Python, JS (Javascript), JSP (Java Server Pages), Java	
Frameworks	Zend, Symfony, CakePHP, Prototype, Scriptaculous, Dojo, jQuery, WordPress, Django, YUI (Yahoo User Interface)	
Programming Tools	Dreamweaver, GoLive, Notepad, Vim, Eclipse, Zend Studio, Komodo, Code View, Design View, Source Code Control, IDE (Integrated Development Environment), Microsoft Expressions	Frontpage
Source Code Control	SVN, Subversion, CVS, Concurrent Versioning System, VSS, Visual Source Safe, Git, TortoiseSVN,	
HTML	Semantic HTML, Standards Compliant HTML, W3C Validator, POSH (plain old semantic HTML), XHTML, Source code used <div> , Properly formatted,	Nested Tables, Source code uses <table><tr><td>, Source code uses
CSS	Browser Quirks, Browser Hacks, Conditional Comments, Box Model, No tags in source code, Inline Styles, Print Style Sheets	Source code uses , source code uses <center>, Source code uses "spacer.gif",
Security	Input sanitization, session hijacking, permissions, file permissions, files in the document root, XSS, CSRF, session fixation,	
Testing	Firefox, Firebug, Web Developer Toolbar, IE Developer Toolbar, screen sizes/resolutions, Internet Explorer 6, Internet Explorer 7, MultipleIE	"I use friends computers."
HTTP	Sessions, Load Balancing	
System Admin	WAMP, AppServ	
Graphics	Adobe Photoshop, Adobe Illustrator, Adobe Fireworks, (Macromedia), 72DPI, Optimized, Flash, Gimp	Flash, Splash Page, Paint
Browsers	Firefox, Internet Explorer 6, 7, Opera, Mobile	
Trends	Web 2.0, Ajax, User Experience, User Interface, SEO (Search Engine Optimization), Pretty/Clean URLs, How they stay up to date? List of websites they read?	

WESCO Net Web Services

Time Management	Method for handling multiple projects with multiple deadlines? Work smarter.	Put in extra time, revision after revision after revision (a couple are fine, but not endless)
Customer Service	Methods of dealing with clients who don't know what they want until they see it?	Let the client have whatever they want.
Design Process	Have a design process? Goals of the client site. Site's audience.	Let the client have whatever they want.

Additional Interview Keywords

Things we also do, but may not be core competencies

Topic	Things We Want to Hear	Things We Don't Want to Hear
Email	SMTP, POP3, IMAP, Spam, SpamAssassin, open relay,	
DNS	Domain Name, FQDN, How DNS works? Reverse DNS, IP addresses, Subdomains,	
Technical Support		
Print Design	Adobe Indesign, Quark Xpress, Press Ready, PDF, SWOP, Camera Ready, Vector Art, EPS, AI, Colour Correction	

Frosting Interview Keywords

If they mention any of this...

Topic	Things We Want to Hear	Things We Don't Want to Hear
	Design Patterns Best Practices REST, SOAP, MVC, OO, Object Oriented, Linux, Ubuntu LDAP	