

Q: The questions are about the test task you have done to get hired to Yatima. 1st question: what was the obstacle that would've prevented you from agreeing to do the test task. Maybe you have another offer that doesn't require a test task. In what world would you have refused to complete the test task task?

A: If I had already found a different position that I thought would've been a better fit!.. If I needed some additional information, I don't think I would have necessarily disagreed... I would have asked for it, but as it stands, the write up was really good, I have it here opened, and I don't think I would have disagreed to take it unless I already had another position in mind.

Q: Okay so basically if the writeup would have been unclear, it could have been an obstacle, but it wasn't, because the writeup was clear?

A: Correct

Q: Second question is related to the first question: what did you find as the result of participating in the test task experience? You already answered. If you could elaborate on the task specification and your experience of understanding what the task is, you can do it while answering this question.

A: I'm trying to jog my memory a bit. It was really convenient how they gave me a bunch of the starter code and most of the skeleton was there, so going to the last question, part of the reason why I was so ready to do that was because most of the code has already been there for me, 90-95%, and I only needed to write a small thing.

And the code I had to write was actually central to the logic of the problem at hand. And obviously the writeup having TeX source allowing to copy paste some stuff from there.

One thing about the writeup in Appendix B, I didn't understand how the lattice generation works, so it would be helpful to have an example of the input [or illustration of the generation algorithm, – note ed.], but maybe then rather than just text description, some example inputs of the generation.

That's the only thing that could be improved a bit. Everything else was really good, and you provide examples. You also gave a lot of information about how you're going to run the tests, like the machines and everything, it was also really helpful.

Q: In the 1st versions we weren't providing the test generating rules and it was annoying. It is fun for a competition to guess the test cases, but not if you want to advance your career. Thank you for confirming it.

Q: The next question is about the XP with the test task itself. How many submissions did you have to make?

A: Two. The first time I missed a subtle point about the instructions, it was my fault, not the writeup's fault. I think that the writeup was really good, but it took me 2 tries.

Q: How did you feel after you were asked to resubmit?

A: It was just my fault, it was a pretty honest mistake out of carelessness. I felt fine.

Q: Do you feel like the communication about resubmission has reassured you that it's normal that you're asked to resubmit? And even expected.

A: That's actually exactly what John [our customer, ed. note] said.

Q: How did you make sure that your second attempt will be good?

A: I had written some of my own [manual] tests. The behaviour that I had before was reasonable, but it wasn't exactly what the writeup was asking for. I guess that's why I didn't catch it in the first place because it looked really reasonable, but the point in the spec was subtle.

Q: Now back to more generic questions. What are 3 benefits of applying using this test task for the engineers?

A: One thing that is good is that there are multiple different languages, so companies that need to solve a particular problem or are hunting polyglots can open up the field. It's great that there was contact information for questions.

A big benefit of this approach is that I was able to do it completely on my own time. And I think that it's a way more convenient way of technical interviewing and you can test for MORE stuff with this because with whiteboard you are limited in time both as a candidate and the interviewer.

And also, just having a deterministic criteria for success or failure is very convenient as well.

Q: Would you recommend this approach to test tasks to COMPANIES who hire IT professionals?

A: Yes. For companies it's a lot more convenient than having to take some engineers, take some time out of their day for a whiteboard interview. But here you can cover a lot more ground by just sending out these test tasks and not having anyone to breathe over their necks and watch what they're doing at all times.

Q: Final question: is there anything you would like to add?

A: It was really good. Obviously, tech can evolve and some day instead of sending the ZIP and PDF with all the files there can be like a user-friendly online VSCode so that it's easy for everyone to start coding in, but it wasn't a problem for me because I use VIM [we can only do this for marketing, because part of the test is to see that the candidate knows how to operate their own IDE - ed. note].

Overall it was a really good experience, convenient, not having to fill in a lot of boilerplate and focus on the really important logical pieces. That's it for me.

Q: Drawbacks? Something that was really annoying?

A: Not really any... I guess nothing significant. It was really well-presented and the criteria were really clear.

Q: Thank you very much for your time, it's much appreciated.