

Step-by-step: Create a fair and representative code challenge

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Supplement to [Step-by-step guide to create fair and representative code challenges](#)

Step 1: Identify the role and expectations

Title

Expectations & responsibilities

Step 2: Identify characteristics you like and don't

What challenges are you using as a reference?

Likes

Dislikes

Step 3: Identify goals

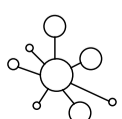
Why are you rewriting the challenge?

What do you hope to change?

What experience do you want candidates to have with the challenge?

What do you want interviewers to experience?

Other goals



Step 4: Identify skills you want to evaluate

Code or infrastructure skills

Technical communication skills

Other skills

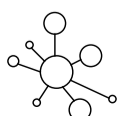
Step 5: Identify common problems your team faces

What types of problems is your team tasked with solving?

What types of clients or stakeholders do you work with?

Why do people choose to work with your team?

What types of features does your team implement often?



Step 5b: Identify what sets you apart

What unique perks do you have working for your company?

How do you and your co-workers like to spend break-time together?

What makes your company fun and different?

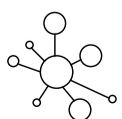
* careful to avoid othering stereotypes like beer on tap or ping-pong tables

Step 6: Put it all together

Which common problem are you using as the core of your prompt? (from step 5)

What context or narrative structure do you want to use to frame the problem?
(from step 5b and/or step 2)

What requirements would allow the candidate to apply the necessary skills? (from step 4)



Step 7: Solicit feedback

Does the prompt seem appropriately scoped and sized for your expectations of the candidate's time commitment?

Does the problem presented in the prompt align with the work the candidate would be doing when they joined the team?

Is the style and tone consistent with the way we want to present ourselves?

Do you have other suggestions?

Step 7b: Continue iterating until you're happy 🤗

Step 8: Package for distribution

How should the candidate submit their code?

Are there any additional guidelines that need to be shared with the candidate?

What is the expected timeline and next steps after submission?

