



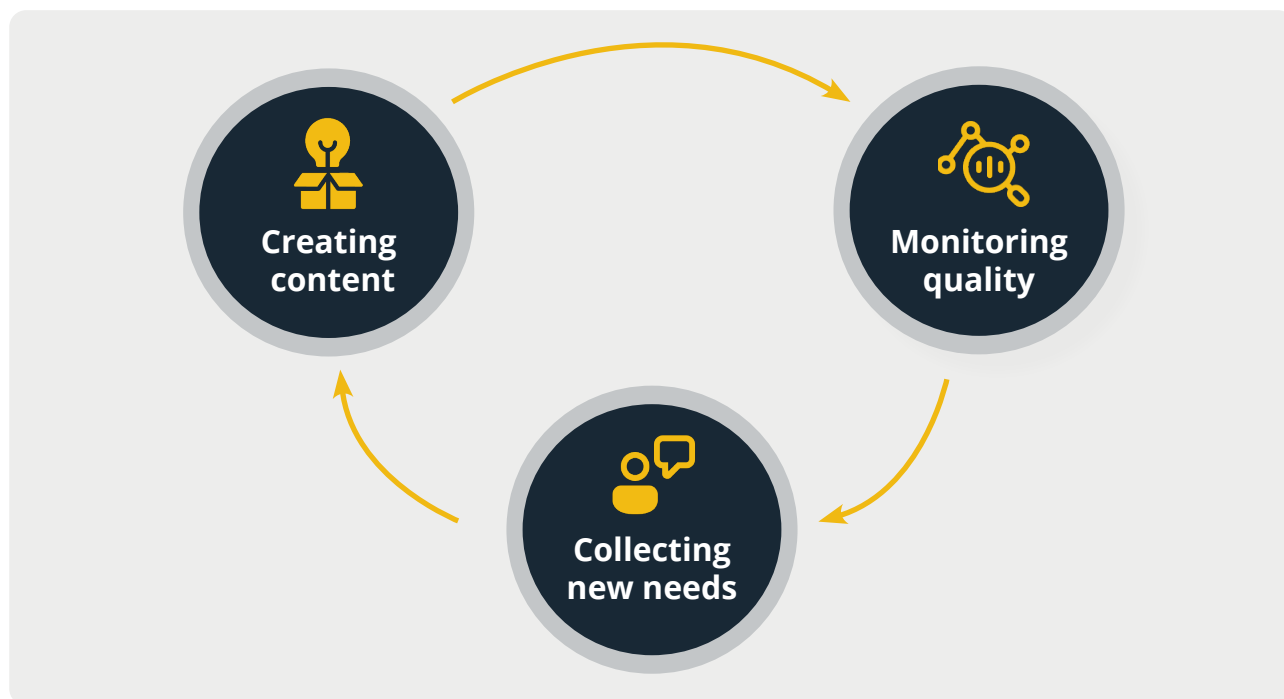
# HOW DO WE CREATE QUESTIONS?



Creating high quality questions is our top priority.  
Learn more about how we ensure our questions meet  
your expectations.



Our question bank is at the heart of our assessment solution. To ensure that candidates are tested and ranked on useful and interesting questions, we have designed processes to create relevant content, monitor its quality, and ensure it's always up-to-date.



## 1 CREATING CONTENT

### We have subject experts prepare content

When creating content, our go-to sources for new ideas for programming exercises and questions are the CodinGame community and our R&D team. This includes:

- Regular brainstorming with the engineering team about which coding problems would make sense to convert into a CodinGame exercise.
- Regular review of contributions from the CodinGame community. They're an endless source of ideas!

When we don't have the in-house knowledge of the technology to be added, we collaborate with the best experts in that field to create the questions.

- The question creation is outsourced to experts but the final quality and consistency are ensured by our in-house Content Manager to ensure that the entire catalog is up to CodinGame's quality standards.

### We test and fine-tune all content before integrating it

Once the question creator and our Content Manager are both satisfied with the quality of the questions:

- We have developers cross-validate by sending them a test as you would with real candidates.
- We fine-tune the parameters (difficulty, duration) and wording based on their feedback.

**We always ask ourselves the 3 Us before releasing new content:**

- Is the question **Understandable**?
- Is it **Unambiguous**? In other words, if we asked the question to several experts, would they agree on the answer without any hesitation?

While questions with a range of possible answers can make good discussion material for interviews, unambiguity is key in automated testing.

- And most importantly: is it **Useful**? In other words, is it important for a developer in a professional setting to know this? We strive to rank candidates based on their all-round coding skills, not just their memory or ability to quickly search the Internet.

## 2 MONITORING QUALITY

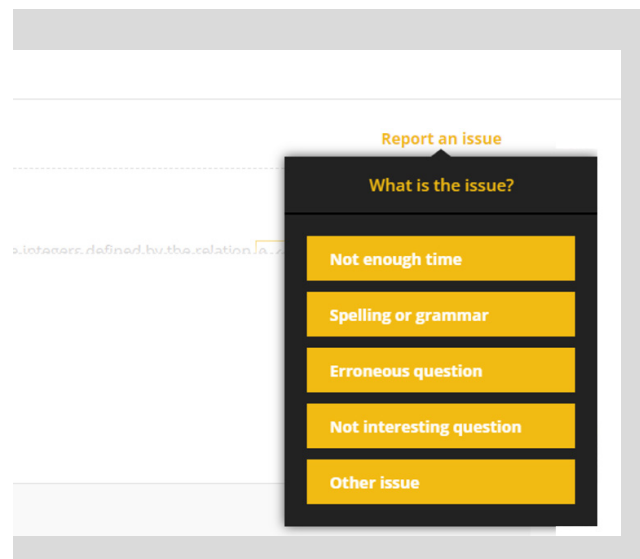
### We listen to data

For each question we analyze real candidates' performance to evaluate:

- The **success rate** to make sure it matches the assigned difficulty.
- The **completion time** to make sure it matches the time limit.
- Candidates' feedback** on tests to ensure we're providing an excellent experience.

### We listen to your feedback

Within the product, you have the opportunity to **send us feedback** for each question.



### 3 COLLECTING NEW NEEDS

#### Technologies evolve

What makes coding so interesting is the pace at which technologies evolve. New frameworks or languages are added, while older ones go extinct or are updated. The same is true of our content: we are continually adding, updating, and refreshing content.

Here are some resources we use to determine when new technology should be added to our library:

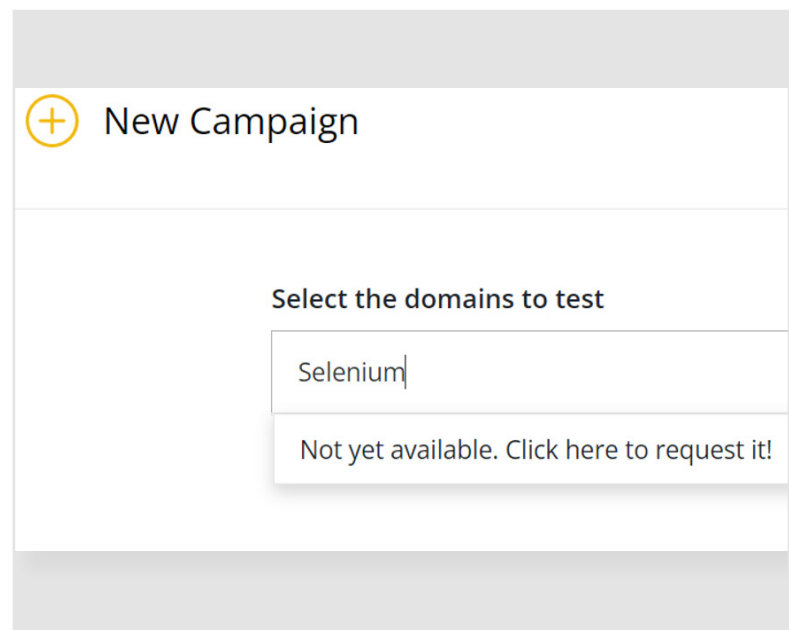
- CodinGame Annual Survey;
- StackOverflow Annual Developer Survey;
- Indeed Hiring Lab datasets;
- And expert opinions from our engineering team!

#### Your needs evolve too

Our catalog doesn't cover the technologies you need? Did you know that you can **request a technology**?

We collect these requests as we develop our roadmap to ensure that content additions are useful to as many clients and candidates as possible.

And of course, you can always create your own **custom questions** to complement our library in order to test candidates on technologies that best reflect your actual tech stack!





# Have other questions?



We're here for you. Just send us an email at [support@codingame.com](mailto:support@codingame.com).

