

## Agile Principles Hiring Framework

### Category

Agile Processes

### Purpose

This framework can be used to identify questions that reveal an organization’s or an individual’s level of agility. It can be used by hiring managers or job seekers interviewing for Agile-related job positions.

### Description

<b>Framework name:</b>	<b>AGILE PRINCIPLES HIRING FRAMEWORK</b>
<b>Participants:</b>	Hiring managers, interviewers, job seekers
<b>Framework goal:</b>	Assess the agility level of an organization or the extent of an individual’s Agile experience.
<b>Framework guidelines:</b>	<ul style="list-style-type: none"> <li>• Devise open-ended questions that warrant a detailed explanation, not a simple yes/no response.</li> <li>• Generate questions that require the responder to provide specific details or examples, not hypothetical responses.</li> </ul>
<b>Boundaries provided:</b>	<ul style="list-style-type: none"> <li>• Interviews are time-constrained. Prioritize questions to ask.</li> <li>• Ensure questions and conversations are consistent with hiring policies.</li> </ul>
<b>Resources used:</b>	<ul style="list-style-type: none"> <li>• Agile Manifesto Values: <a href="https://agilemanifesto.org/">https://agilemanifesto.org/</a></li> <li>• Agile Principles: <a href="https://agilemanifesto.org/principles.html">https://agilemanifesto.org/principles.html</a></li> </ul>
<b>Actionable outcome(s):</b>	<ul style="list-style-type: none"> <li>• As a hiring manager, identification of questions to assess the level of experience desired in a candidate to help you address the specific needs and gaps within your organization.</li> <li>• As a job candidate, identification of questions that will highlight your Agile knowledge and experience while helping you discern the organization’s Agile culture and maturity level to ensure a good career fit.</li> </ul>

*\*Note: Thanks to Kim Brainard who introduced this approach to me.*