

## Interview scorecard

Score candidates consistently and comparably (1 = weak, 5 = strong). Decide on evidence, not gut feel.

### Rate 1-5

- Role-specific skills
- Problem-solving
- Communication
- Collaboration / teamwork
- Motivation & role fit
- Growth potential

### Evidence & decision

- Strengths (with examples)
- Concerns (with examples)
- Outstanding questions / references
- Recommendation: strong yes / yes / no / strong no