

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · 3D ARTIST

1	How long have you been working with 3D software?	12345	
2	What software are you proficient in using?	12345	
3	Show me some of your previous work.	12345	
4	Can you create 3D models from scratch?	12345	
5	Have you ever worked on a project that involved creating 3D assets for video games or movies?	12345	
6	What is your process for creating 3D models?	12345	
7	What are some common problems you encounter when creating 3D models?	12345	
8	Have you ever had to work with difficult or unusual textures?	12345	
9	Can you give me an example of a project you've worked on that was particularly challenging?	12345	
10	Describe your experience with animation or motion graphics.	12345	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	12345	
Prior Work Experience Skills or qualifications acquired through past work.	12345	
Qualifications / Experience The technical skills the position actually needs.	12345	
Problem Solving Abilities Demonstrated critical problem-solving.	12345	
Communication Team building and communication skills.	12345	
Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.