

CANDIDATE	INTERVIEWER	DATE	STAGE
-----------	-------------	------	-------

INTERVIEW QUESTIONS · ARCHITECT

1	How would you approach designing a building/space?	12345	
2	Have you ever had to deal with a difficult client situation? How did you handle it?	12345	
3	What is your favorite architectural style? Why?	12345	
4	Do you have any experience with sustainable/green design?	12345	
5	What do you think is the most important aspect of good architecture? Function, form, aesthetics? Why?	12345	
6	Tell us about a time when you had to go above and beyond on a project, what was the result?	12345	
7	Do you have experience working on projects with tight budgets and deadlines? How did you handle it?	12345	
8	What do you think is the most important thing for a successful architect-client relationship?	12345	
9	How do you approach a problem?	12345	
10	Do you have experience with residential projects?	12345	
11	Have you ever worked on a project that was particularly challenging?	12345	
12	What software do you use for designing?	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	

CRITERIA	SCORE (1-5)	NOTES
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.