

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ASSOCIATE CREATIVE DIRECTOR

1	What is your experience working with a creative team?	1 2 3 4 5	
2	What is your process for developing creative ideas?	1 2 3 4 5	
3	How do you work with clients and other team members to ensure that everyone is happy with the final product?	1 2 3 4 5	
4	How do you handle when things get challenging creatively?	1 2 3 4 5	
5	What type of design aesthetic do you prefer?	1 2 3 4 5	
6	How do you stay inspired and motivated when it comes to your work?	1 2 3 4 5	
7	What have been some of your most successful projects?	1 2 3 4 5	
8	Do you have experience working with clients and stakeholders?	1 2 3 4 5	
9	What do you enjoy the most about being an Associate Creative Director?	1 2 3 4 5	
10	Are there any areas that you feel need improvement in terms of creativity, design, or processes?	1 2 3 4 5	
11	How do you measure success on a project basis?	1 2 3 4 5	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	1 2 3 4 5	
Prior Work Experience Skills or qualifications acquired through past work.	1 2 3 4 5	
Qualifications / Experience The technical skills the position actually needs.	1 2 3 4 5	
Problem Solving Abilities Demonstrated critical problem-solving.	1 2 3 4 5	
Communication Team building and communication skills.	1 2 3 4 5	
Organizational Fit Would this hire steer the organization the right way?	1 2 3 4 5	

CRITERIA

SCORE (1-5) NOTES

Directional Fit

A step forward, or backward, in their career?

① ② ③ ④ ⑤

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.