avaHR

Attorney Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · ATTORNEY

1	What experience do you have practicing law?	① ② ③ ④ ⑤	
2	How familiar are you with the specific area of law that our firm practices?	① ② ③ ④ ⑤	
3	Describe your strategy when dealing with complicated legal cases.	① ② ③ ④ ⑤	
4	Are you comfortable working within tight timelines and high-pressure situations?	① ② ③ ④ ⑤	
5	Can you think on your feet and respond to unexpected questions from clients or colleagues during a court hearing?	① ② ③ ④ ⑤	
6	Do you enjoy working collaboratively in a team setting and how would you handle conflicts between co-workers?	① ② ③ ④ ⑤	
7	How knowledgeable are you about current laws, regulations, policies, and procedures related to the field of practice in which we specialize?	① ② ③ ④ ⑤	
8	How do you respond to criticism and feedback from colleagues or supervisors?	① ② ③ ④ ⑤	
9	Are you comfortable with actively seeking out new clients and networking opportunities?	① ② ③ ④ ⑤	
10	What resources do you use to stay up to date on changes in the legal field?	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.