

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CHIEF STRATEGY OFFICER

1	What is your strategy for developing and executing plans?	12345	
2	How have you created success in the past?	12345	
3	Can you provide an example of a time when you had to think outside the box to achieve results?	12345	
4	What challenges have you faced while working as a CSO?	12345	
5	What do you see as the biggest opportunities and threats facing the company in the future?	12345	
6	How do you envision the company's future?	12345	
7	What is your philosophy on risk management?	12345	
8	Can you provide an example of a time when you had to make a difficult decision?	12345	
9	How do you handle conflict within the organization?	12345	
10	What motivates you in your work?	12345	
11	What values guide your decision-making?	12345	
12	What do you think sets our company apart from its competitors?	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.