

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CREATIVE DIRECTOR

1	How would you describe your creative process?	1 2 3 4 5	
2	What are some projects you've worked on in the past?	1 2 3 4 5	
3	How would you handle working with a client with a different vision than you?	1 2 3 4 5	
4	Have you ever had to deal with a difficult client or project? If so, how did you handle it?	1 2 3 4 5	
5	How do you stay creative and fresh in your ideas?	1 2 3 4 5	
6	Do you have any advice for aspiring creatives?	1 2 3 4 5	
7	What are the main priorities of the Creative Director?	1 2 3 4 5	
8	How do you develop creative ideas?	1 2 3 4 5	
9	Can you share an example of a successful project that you spearheaded?	1 2 3 4 5	
10	What was the biggest challenge that you faced during your time as Creative Director?	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	
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.