

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

INTERVIEW QUESTIONS · CREATIVE TECHNOLOGIST

1	What experience do you have in developing creative solutions?	1 2 3 4 5	
2	How familiar are you with the latest software and technologies for creativity?	1 2 3 4 5	
3	Are there any unique approaches or techniques that have worked well for you in the past?	1 2 3 4 5	
4	What successes and failures have you had when exploring creative possibilities?	1 2 3 4 5	
5	Are you comfortable working in collaborative or team environments?	1 2 3 4 5	
6	How do you handle feedback from colleagues during a creative project?	1 2 3 4 5	
7	Are there any specific challenges that come with being a Creative Technologist that you can tell us about?	1 2 3 4 5	
8	How do you measure success when working on creative projects?	1 2 3 4 5	
9	What processes do you use to ensure your work is creative and effective?	1 2 3 4 5	
10	Are there any trends or emerging technologies that interest you in the Creative Technologist 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	
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.