

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CREATIVE WRITER

1	How do you stay motivated when writing?	12345	
2	Do you prefer to work alone or in a team environment?	12345	
3	Do you have any examples of recent projects that showcase your creativity?	12345	
4	Are there any topics or themes that inspire you most as a writer?	12345	
5	Do you have any experience with copywriting or content marketing?	12345	
6	What tools do you use during your writing process?	12345	
7	How do you stay organized while working on multiple projects at once?	12345	
8	Are there any particular genres or topics that you would like to explore in the future?	12345	
9	What are your thoughts on research for writing projects?	12345	
10	Are there any challenges you have faced while writing? How did you overcome them?	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	
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.