

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DESIGN CONSULTANT

1	What experience do you have with designing digital products?	12345	
2	Is there a design style that you prefer to work with?	12345	
3	Can you give me examples of projects that you have designed?	12345	
4	How would your friends describe your working style?	12345	
5	What design tools are you familiar with using the most?	12345	
6	Are you able to give constructive criticism and take feedback well?	12345	
7	How do you approach problem-solving when it comes to design?	12345	
8	What challenges have you encountered in the past within the design process?	12345	
9	Do you have experience with UX research methods such as interviews and user surveys?	12345	
10	How do you stay up to date with trends in design?	12345	
11	What is your experience with working on a team and collaborating with other professionals?	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	

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.