

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DESIGN DIRECTOR

1	What is your design process?	12345	
2	How do you handle feedback from clients?	12345	
3	Do you have experience working with a team of designers?	12345	
4	Can you give me an example of when you had to manage a complex project or client?	12345	
5	Do you have any tips for collaborating with other designers?	12345	
6	How do you ensure your designs are consistent across different platforms and devices?	12345	
7	Do you have experience working in multiple design styles and genres?	12345	
8	Are there any areas of design that you would like to explore or gain more experience in?	12345	
9	What challenges have you faced as a Design Director, and how did you overcome them?	12345	
10	What role does communication play in your work as a Design Director?	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.