

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

INTERVIEW QUESTIONS · DIGITAL DESIGNER

1	Can you walk me through your portfolio, highlighting a project that was particularly challenging and how you approached it?	1 2 3 4 5	
2	Which design software or tools do you prefer to use, and why?	1 2 3 4 5	
3	How do you stay updated with the latest design trends, and how do you decide which ones to incorporate into your work?	1 2 3 4 5	
4	Can you describe a time when you received critical feedback on your design?	1 2 3 4 5	
5	How do you collaborate with developers, marketers, and other departments during the design process?	1 2 3 4 5	
6	How do you ensure your designs are user-centric? Can you give an example of how user feedback influenced one of your design projects?	1 2 3 4 5	
7	Describe a situation where you had to handle multiple projects with tight deadlines.	1 2 3 4 5	
8	Share a specific challenge you faced in a design project and the innovative solution you devised to address it.	1 2 3 4 5	
9	How do you ensure that your designs maintain brand consistency across various platforms and mediums?	1 2 3 4 5	
10	In which areas of digital design are you looking to grow or learn more, and how do you plan on achieving that?	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	

CRITERIA

SCORE (1-5) NOTES

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.