

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DIRECTOR OF EMPLOYEE EXPERIENCE

1	Can you describe a time when you implemented a program that significantly improved employee engagement? What was the outcome?	12345	
2	How do you measure the success of an employee experience initiative, and can you share an example of how you've done this in the past?	12345	
3	What strategies have you used to foster a diverse and inclusive work environment? Can you share a specific example where your efforts made a difference?	12345	
4	How do you stay updated with the latest trends in employee experience, well-being, and workplace technology?	12345	
5	In your view, what is the biggest challenge facing employee experience today, and how would you approach it?	12345	
6	Can you give an example of how you've used employee feedback to drive changes in the workplace?	12345	
7	How do you balance the needs and desires of employees with the goals and limitations of the organization?	12345	
8	What role do you believe remote and flexible work arrangements play in employee experience, and how have you implemented such programs?	12345	
9	Could you share an experience where you successfully navigated resistance to change within an organization? What strategies did you use?	12345	
10	How do you ensure that your employee experience initiatives have a positive impact on company culture and employee retention?	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	

CRITERIA	SCORE (1-5)	NOTES
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.