

Score every candidate against the same questions and criteria

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

INTERVIEW QUESTIONS · EMPLOYEE ENGAGEMENT MANAGER

1

Can you share an example of a successful employee engagement strategy you've implemented in the past? What were the outcomes?

12345

2

What methods do you use to assess the impact of your efforts to engage employees?

12345

3

Describe a time when you had to address low employee morale. What actions did you take and what were the results?

12345

4

How would you adapt your strategies to fit the remote or hybrid work models that are becoming more common?

12345

5

What role do you believe recognition and rewards play in employee engagement? Can you provide an example of a recognition program you've developed or managed?

12345

6

How do you stay informed about the latest trends and research in employee engagement?

12345

7

Describe your approach to collecting and utilizing employee feedback to improve workplace culture.

12345

8

Can you discuss a time when you had to work with other departments to solve an issue impacting employee satisfaction? What was the challenge, and how did you collaborate to address it?

12345

9

How do you balance the needs and preferences of a diverse workforce in your engagement strategies?

12345

10

In your opinion, what is the biggest challenge facing employee engagement today, and how would you address it?

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.