avaHR

Fashion Designer Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · FASHION DESIGNER

1	How would you describe your style of fashion design?	1 2 3 4 5	
2	What techniques and materials are most familiar to you for creating fashion designs?	1 2 3 4 5	
3	Can you provide examples of past projects where your fashion designs were successful?	1 2 3 4 5	
4	How comfortable are you adjusting trends, working with clients, and meeting deadlines?	1 2 3 4 5	
5	What processes do you have to ensure you stay on top of current fashion trends?	1 2 3 4 5	
6	Are there any areas of the fashion industry that you would like to explore further?	1 2 3 4 5	
7	How important is it to you to keep up with the latest trends in fashion design?	1 2 3 4 5	
8	Do you have any suggestions for how a fashion retailer can stay ahead of competitors and make their plans stand out?	1 2 3 4 5	
9	What do you think are the most essential characteristics of successful fashion designers?	1 2 3 4 5	
10	How do you ensure that your designs remain original and unique?	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	
Organizational Fit Would this hire steer the organization the right way?	1 2 3 4 5	

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.