

CANDIDATE	INTERVIEWER	DATE	STAGE
INTERVIEW QUESTIONS · GRAPHIC DESIGNER			
1	What design software are you familiar with?	1 2 3 4 5	
2	What are your skills in Adobe Photoshop, Illustrator, and InDesign?	1 2 3 4 5	
3	Would you be able to show me samples of your work?	1 2 3 4 5	
4	Do you have a portfolio?	1 2 3 4 5	
5	What is your understanding of color theory and typography?	1 2 3 4 5	
6	Do you have any prior experience working with clients? How did the experience go?	1 2 3 4 5	
7	What do you think is the most important aspect of designing visuals for advertisements, logos, and web pages?	1 2 3 4 5	
8	How would you approach this project if given the brief?	1 2 3 4 5	
9	What do you think is the most important aspect of graphic design?	1 2 3 4 5	
10	Can you describe a project that you were particularly proud of?	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		
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.