

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · INTERIOR DESIGNER

1	What is your design process?	1 2 3 4 5	
2	Have you ever worked on a project that you didn't like?	1 2 3 4 5	
3	How do you choose materials for a project?	1 2 3 4 5	
4	How would you approach designing my home/office?	1 2 3 4 5	
5	Have you ever worked on a project that was not completed?	1 2 3 4 5	
6	What style do you prefer?	1 2 3 4 5	
7	Do you have experience working with a specific type of client, such as commercial or residential?	1 2 3 4 5	
8	How would you approach designing a space for someone who has very specific needs or wants?	1 2 3 4 5	
9	What type of software do you use for designing?	1 2 3 4 5	
10	How do you handle working with a client's budget?	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.