avaHR

Management Consultant Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · MANAGEMENT CONSULTANT

1	Can you describe a time when you identified a major inefficiency in a company's process? What steps did you take to address it?	① ② ③ ④ ⑤	
2	How do you approach gathering and analyzing data for a new project? Can you walk us through your process?	① ② ③ ④ ⑤	
3	Explain a situation where you had to manage stakeholder expectations. How did you ensure their needs were met while maintaining project objectives?	① ② ③ ④ ⑤	
4	What strategies do you use to stay updated with the latest industry trends and best practices in management consulting?	① ② ③ ④ ⑤	
5	Describe a project where you were responsible for implementing a significant change. What challenges did you face, and how did you overcome them?	① ② ③ ④ ⑤	
6	How do you tailor your consulting approach when working with different industries or varying organizational cultures?	① ② ③ ④ ⑤	
7	What role do you believe technology plays in enhancing business processes? Can you give an example of how you've used technology to improve efficiency?	① ② ③ ④ ⑤	
8	Can you share an example of a strategic plan you developed that delivered tangible results for a client? What was the outcome?	① ② ③ ④ ⑤	
9	In your opinion, what are the most critical skills a Management Consultant should possess? How have you demonstrated these skills in your previous roles?	① ② ③ ④ ⑤	
10	How do you handle situations where your recommendations are met with resistance from clients or team members?	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	

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.