

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PRESIDENT

1	Can you describe a time when you successfully implemented a significant strategic initiative? What challenges did you face, and how did you overcome them?	1 2 3 4 5	
2	How do you approach decision-making processes, especially when faced with multiple high-stakes options?	1 2 3 4 5	
3	What methods do you employ to inspire and motivate your team, especially in times of adversity?	1 2 3 4 5	
4	How do you balance short-term needs with long-term goals when planning for the company's future?	1 2 3 4 5	
5	Can you share an example of when you managed a crisis? What did you learn from that experience?	1 2 3 4 5	
6	How do you cultivate strong relationships with stakeholders, including board members, investors, and clients?	1 2 3 4 5	
7	What strategies do you use to keep up with industry trends and ensure that the company remains competitive?	1 2 3 4 5	
8	Describe a tough financial decision you made. What was the outcome, and how did it affect the company?	1 2 3 4 5	
9	How do you ensure that the company's values and culture are maintained across all levels of the organization?	1 2 3 4 5	
10	What do you see as the most significant opportunities and threats facing our industry, and how would you position the company to address them?	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.