

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · UX DESIGNER

1	What is a typical day like for you as a UX Designer?	12345	
2	What are your main responsibilities?	12345	
3	How do you prioritize your work?	12345	
4	What are some challenges you have faced as a UX Designer?	12345	
5	Have you ever encountered a design that was impossible to solve? How did you handle it?	12345	
6	Can you give me an example of a project you worked on that you are particularly proud of?	12345	
7	What is your design process like?	12345	
8	How do you handle criticism?	12345	
9	Do you have any coding skills?	12345	
10	Do you have experience with user research?	12345	
11	How do you collaborate with other designers and developers?	12345	
12	What tools do you use to help you in your work?	12345	
13	Do you have any advice for aspiring UX designers?	12345	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	12345	
Prior Work Experience Skills or qualifications acquired through past work.	12345	
Qualifications / Experience The technical skills the position actually needs.	12345	
Problem Solving Abilities Demonstrated critical problem-solving.	12345	
Communication Team building and communication skills.	12345	

CRITERIA

SCORE (1-5) NOTES

Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

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.