

CANDIDATE	INTERVIEWER	DATE	STAGE
-----------	-------------	------	-------

INTERVIEW QUESTIONS · VP

1	What experience do you have managing large teams?	12345	
2	How would you handle disagreements between your team members?	12345	
3	What strategies do you use to keep team morale high?	12345	
4	What type of leadership style do you prefer to adopt for motivating employees?	12345	
5	Do you have any examples of how you successfully met a challenging goal?	12345	
6	How do you handle difficult situations and maintain strong relationships with colleagues?	12345	
7	Can you tell me about your successes in developing policy initiatives?	12345	
8	How have you previously held budgeting and resource allocation?	12345	
9	What strategies have you implemented to ensure the Vice President role works effectively?	12345	
10	How do you prioritize tasks to maximize efficiency and achieve desired results?	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	
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.