

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · WEB DESIGNER

1	What is your process for designing a website?	1 2 3 4 5	
2	What are some of your previous work examples?	1 2 3 4 5	
3	Have you ever worked with CMSs or frameworks such as WordPress, Drupal, or Ruby on Rails?	1 2 3 4 5	
4	How would you approach solving a problem with a client's website?	1 2 3 4 5	
5	What design software do you use most often?	1 2 3 4 5	
6	How do you usually communicate with clients?	1 2 3 4 5	
7	What is your experience with user experience (UX) design?	1 2 3 4 5	
8	Do you have any coding skills?	1 2 3 4 5	
9	What's the most challenging project you've ever worked on?	1 2 3 4 5	
10	How do you handle criticism?	1 2 3 4 5	
11	What are your thoughts on using templates for web design?	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.