

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · WEB GRAPHIC DESIGNER

1	What experience do you have in Graphic Web Design?	1 2 3 4 5	
2	How familiar are you with coding languages such as HTML, CSS, JavaScript, etc.?	1 2 3 4 5	
3	Have you ever taken a course on graphic design or web design?	1 2 3 4 5	
4	How familiar are you with Adobe Creative Suite and other tools required for web design?	1 2 3 4 5	
5	What type of designs is your favorite to work with?	1 2 3 4 5	
6	Can you share examples of websites, logos, or graphics demonstrating creativity and problem-solving skills?	1 2 3 4 5	
7	What project management techniques do you use for web development projects?	1 2 3 4 5	
8	How do you handle criticism and feedback?	1 2 3 4 5	
9	What strategies do you use to stay up-to-date on new trends in web design?	1 2 3 4 5	
10	Are there any particular challenges that you have faced in the past when creating web graphics?	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	

CRITERIA

SCORE (1-5) NOTES

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.