

Interview Scorecard Template

Use the same scorecard for every candidate in a role so decisions are based on evidence, not gut feel.

Candidate: _____

Role: _____

Interviewer: _____

Date: _____

Score Each Area 1–5

AREA	SCORE (1–5)	NOTES
Relevant experience for this role		
Problem-solving / real scenario thinking		
Communication clarity		
Alignment with how this team works		
Motivation, why this role, why now		

Overall Recommendation

- ☐ Strong yes
- ☐ Yes, with reservations (note below)
- ☐ No
- ☐ Need another conversation before deciding

Reservations Or Follow-Up Questions