



Job Position: _____

Candidate: _____

Date: _____

Interviewer(s): _____

**Total
Score:**

SCORECARD

QUESTION NUMBER

RATING CATEGORIES	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Result: Did the candidate achieve the desired outcome?																				
Actions: Did the actions the candidate assumed make sense in terms of achieving the objective?																				
Motivation and Persistence: Did the candidate show that they were intrinsically motivated for the task - deriving satisfaction from the challenge involved and from achieving the result? Were they persistent, trying alternatives?																				
Planning and Organizing: Did the candidate do planning where necessary and were they sufficiently methodical in execution?																				
Problem Solving and Strategic Thinking: Did the candidate demonstrate a good understanding of the problem and environment? (a) Did they show good strategic thinking to come up with a valid solution and (b) Did they come up with a better solution?																				
Deadline: Did the candidate achieve the desired result on time? Did they appropriately prioritize speed vs quality?																				
Quality (Care and Attention): Did the candidate take the necessary care and attention to achieve the correct level of quality? (Note: there is often a compromise between speed and quality)																				
Technical Knowledge: Did the candidate display adequate technical knowledge or skills? Did the candidate recognize the limitations of their knowledge and autonomously compensate for this (by consulting others or technical journals)?																				
Communication: Did the candidate ask questions to clarify what needed to be done? Did they listen carefully to instructions? Did they obtain buy-in in advance and keep stakeholders informed?																				
Ownership and Accountability: Did the candidate own their inputs as well as their outputs or did they make excuses?																				
TOTAL SCORE PER QUESTION:																				

SCORING INDEX: **0** = No/Poor indication, **+1** = Candidate answer meets satisfactory criteria, **+2** = Candidate answer indicates above average performance