

| Interview Rubric                    |                    |                   |             |                   |                 |                                                                                                                                                    |
|-------------------------------------|--------------------|-------------------|-------------|-------------------|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| Position Title                      |                    |                   |             |                   |                 |                                                                                                                                                    |
| Interviewer's Name                  |                    | Date              |             |                   |                 |                                                                                                                                                    |
| Scale =                             | 1 – Unsatisfactory | 2 – Below Average | 3 – Average | 4 – Above Average | 5 – Exceptional |                                                                                                                                                    |
| Factors                             | Candidates         |                   |             |                   |                 |                                                                                                                                                    |
|                                     | James              | Aaliyah           | Michael     | Marie             | Steven          | Sample Questions                                                                                                                                   |
| Cultural Fit                        | 4                  | 5                 | 4           | 3                 | 5               | How would you describe your ideal organizational structure? What attributes of an institution's culture do you value?                              |
| Career Motivation                   | 2                  | 5                 | 4           | 5                 | 5               | Why is our organization and its role attractive to you? What are your short- and long-term career goals?                                           |
| Social Skills                       | 3                  | 4                 | 3           | 4                 | 4               | Which personality traits do you value in the workplace? Are there behaviors or attitudes that you particularly like or dislike?                    |
| Teamwork                            | 4                  | 4                 | 2           | 5                 | 5               | How do you build rapport with colleagues, direct reports and your manager? Describe the relationships you have with them.                          |
| Technical Skills                    | 3                  | 4                 | 5           | 4                 | 5               | TBD by role.                                                                                                                                       |
| Leadership Capabilities             | 5                  | 4                 | 3           | 5                 | 4               | What experience do you have in hiring and training staff? How do you maintain positivity in the workplace?                                         |
| Critical Thinking / Problem Solving | 4                  | 3                 | 5           | 3                 | 5               | Tell me about a time when you identified a problem and describe your role in the solution.                                                         |
| Self-Awareness                      | 4                  | 2                 | 4           | 5                 | 5               | Describe your strengths and how you leverage them. Describe your weaknesses and how you improve upon them. How would your colleagues describe you? |
| Average Score                       | 3.625              | 3.875             | 3.750       | 4.250             | 4.750           |                                                                                                                                                    |

# Hiring Rubric Sample

**JA Banks**



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