

# Candidate Scorecard

Name of Candidate \_\_\_\_\_  
Role Interviewed For \_\_\_\_\_  
Date \_\_\_\_\_  
Interviewer \_\_\_\_\_

Category	What You're Looking For	Score (1-5)
<b>Outcomes over Opinions</b>	Have they actually delivered results? Can they back it up with examples?	
<b>Communication</b>	Are they clear and direct?	
<b>Curiosity</b>	Did they ask smart questions? Show genuine interest?	
<b>Accountability</b>	Do they own their wins and mistakes?	
<b>Proactivity</b>	Are they the type to spot problems before they become yours?	

**Red Flag Radar (Tick any that apply)**

<b>Blames ex-teams/bosses for everything</b>	
<b>Vague on specifics (“we did” not “I did”)</b>	
<b>Spoke 90% of the time but said 10% of anything</b>	
<b>Every answer sounds like it was rehearsed</b>	

<b>Answer honestly:</b>	<b>Yes</b>	<b>Maybe</b>	<b>No</b>
<b>Would you want to work with them for 6+ months?</b>			
<b>Did they feel like a grown-up who can manage their own time?</b>			
<b>Could they do the work <i>now</i> – not after 3 months of hand-holding?</b>			
<b>Every answer sounds like it was rehearsed</b>			

**Overall Score: \_\_\_ / 25**

**Final Verdict:**

- Hire
- Hire if no one better
- No hire
- Run