

Interview Rubric						
Position Title						
Interviewer's Name		Date				
Scale =	1 – Unsatisfactory	2 – Below Average	3 – Average	4 – Above Average	5 – Exceptional	
Factors	Candidates					
	James	Aliyah	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	