Interview Scoring Worksheet
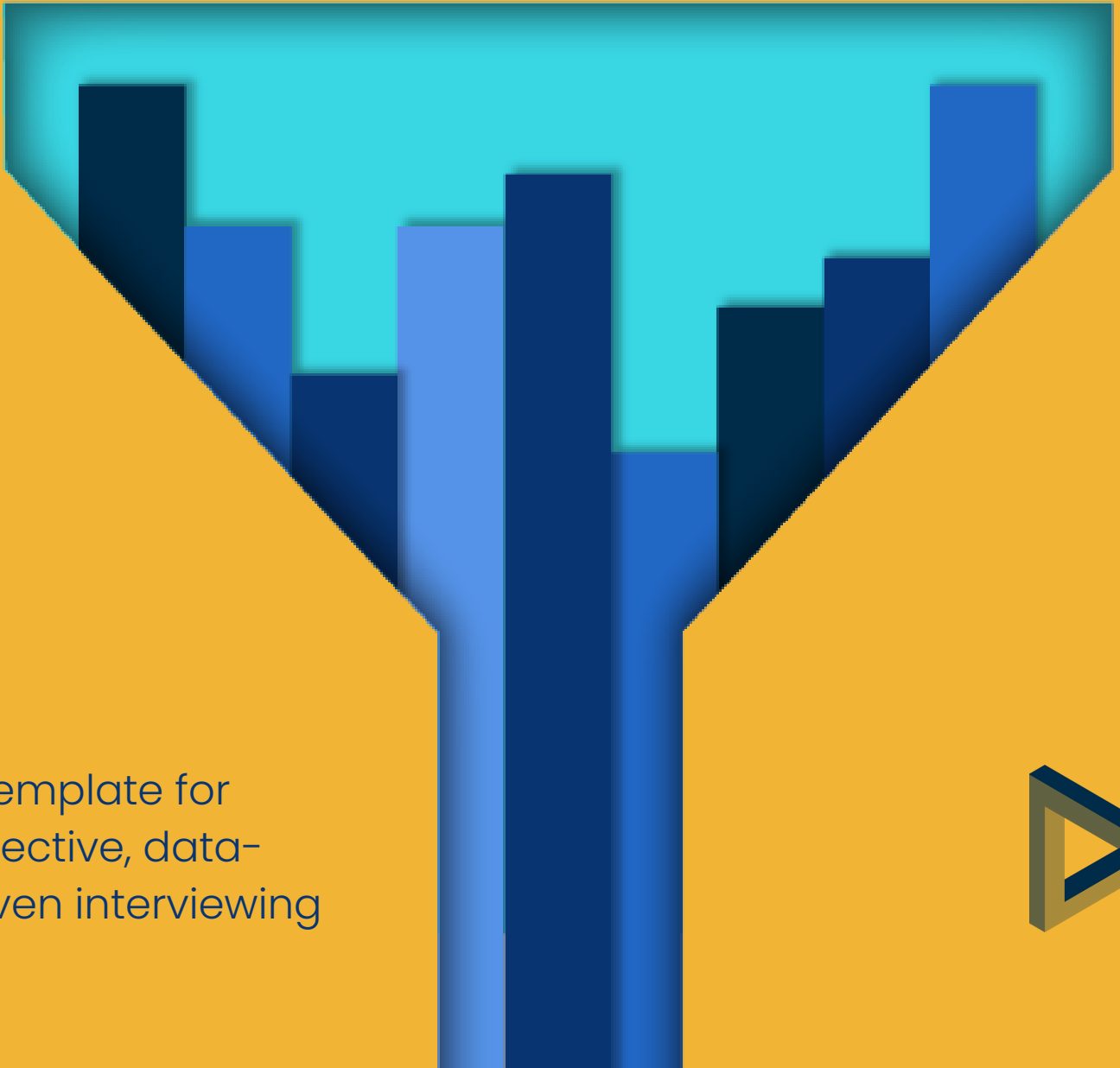
A template for objective, data-driven interviewing

The key to data-proofing and debiasing your hiring lies in scoring criteria.

Criteria ensures that there is a clear standard against which candidates are bring scored and that candidates are assessed on their answers - and nothing else.

It's recommended that you have three reviewers. This is to harness the power of 'Crowd Wisdom' - the general rule that collective judgment is more accurate than that of an individual.

If your team is big enough, having a different three interviewers for each interview round will give you the most unbiased scores.

Question

What made you want to apply for this job?
Why now? Why a startup?

Interviewer notes

Take notes as candidates answer question.
This will make it easier to score when the interview is over and reduces bias.

Loves what we do

Wants to develop their skills in a fast-paced environment

Eager to work in a startup and in a smaller team

Looking to grow with the company and get experience of other functions

Passionate about our mission

Review guide

Define a great, mediocre and bad answer. Your guide ensures that reviewers score answers consistently and fairly.

1 star ★
- No real reason

3 star ★
- Is excited by the growth journey
- Wants to be a part of the startup world

5 star ★
- Clear passion for what we do
- Likes the challenge of working in a startup
- Displays a growth mindset

Score: 5/5

Question

Interviewer notes

Review guide

Score:

Question

Interviewer notes

Review guide

Score:

Question

Interviewer notes

Review guide

Score:

Question

Interviewer notes

Review guide

Score:

Question

Interviewer notes

Review guide

Score:

Question

Interviewer notes

Review guide

Score:

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