

NORWEST

CANDIDATE DETAILS

Name:	
Decision:	
Reasoning:	

SESSION DETAILS

Role:		Topic:	
Duration:		Purpose:	

INTERVIEW QUESTIONS

Question	Attribute	Score	Evaluation Notes
1. Tell me about a time when you improved or streamlined a process.	Initiative: Proactive, anticipates needs, takes ownership		
2			
3			
4			
5			

QUESTIONS FROM THE CANDIDATE

EVALUATION RUBRIC

	3 - Good	2 - Okay	1 - Poor
Question 1: Initiative	<ul style="list-style-type: none"> Identifies core problem or user need Highlights any trade offs or considerations Highlights the impact of actions Identifies stakeholders (if relevant) Speaks from a place of proactive ownership 	<ul style="list-style-type: none"> Recounts a situation but does not paint a complete picture Speaks from a place of reactive responsibility More focused on non-essential tweaks or fine-tuning 	<ul style="list-style-type: none"> Paints an incomplete picture of the situation Resolved the issue because they “had to” or were told to Speaks from a place of resentment Does not take ownership or takes all the credit
Question 2:	•	•	•
Question 3:	•	•	•
Question 4:	•	•	•
Question 5:	•	•	•