

Candidate Evaluation Form

The Candidate Evaluation Form is designed to assess a candidate's qualifications, experience, interview performance, cultural fit, and motivation for the role. It provides a structured approach to gather feedback from interviewers and support informed hiring decisions.

Position Applied For:

Interview Date:

Candidate's Name:

Interviewer(s):

QUALIFICATIONS & EXPERIENCE

Rate the candidate's qualifications and relevant experience for the role.

Relevant Work Experience:

- Excellent
- Good
- Average
- Below Average
- Poor

Education & Certifications:

- Excellent
- Good
- Average
- Below Average
- Poor

Technical Skills:

- Excellent
- Good
- Average
- Below Average
- Poor

INTERVIEW PERFORMANCE

Rate the candidate's performance during the interview.

Communication Skills

(clarity, professionalism, etc.):

- Excellent
- Good
- Average
- Below Average
- Poor

Ability to Answer Questions

(thoroughness, relevance):

- Excellent
- Good
- Average
- Below Average
- Poor

Problem-Solving

(if applicable):

- Excellent
- Good
- Average
- Below Average
- Poor

CULTURAL FIT & PERSONALITY

Rate how well the candidate aligns with the company's values and culture.

Personality Fit:

- Excellent
- Good
- Average
- Below Average
- Poor

Adaptability:

- Excellent
- Good
- Average
- Below Average
- Poor

Teamwork & Collaboration:

- Excellent
- Good
- Average
- Below Average
- Poor

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MOTIVATION & ENTHUSIASM

Rate the candidate's interest in the role and the company.

Interest in the Role:

- Excellent
- Good
- Average
- Below Average
- Poor

Interest in the Company & Its Values:

- Excellent
- Good
- Average
- Below Average
- Poor

OVERALL ASSESSMENT

Please provide a brief summary of your overall impression of the candidate.

Strengths:

Areas for Improvement:

Final Recommendation:

- Highly Recommend
- Recommend
- Recommend with Reservations
- Do Not Recommend

ADDITIONAL COMMENTS

Any additional thoughts or feedback on the candidate's interview or qualifications.
