



Manager Interview Effectiveness Scorecard

FLIP26 Commitment: Fairness, Love, Integrity, Partnership

Manager:

Role Interviewed For:

Date:

HR Observer:

Interview Evaluation Summary

<i>Competency Ratings (circle one)</i>					
Introductory	Basic	Capable	Proficient	Advanced	Competency
1	2	3	4	5	Preparedness
1	2	3	4	5	Quality of Questions
1	2	3	4	5	Use of Standard Interview Guide
1	2	3	4	5	Probing & Follow-Up
1	2	3	4	5	Listening vs. Talking
1	2	3	4	5	Use of Scoring Rubric
1	2	3	4	5	Objectivity in Decision Making

Strengths Observed:

Coaching Opportunities:





Certification Status:

- ☐ Needs HR Demonstration
- ☐ Ready for Co-Interview
- ☐ Ready for Observed Independence
- ☐ Certified Independent Interviewer

For SM, GM, and above roles, triangulated interview requirements must be met prior to certification.

Certified By: _____

Date: _____

