



Post Interview Debrief Script: Interview Excellence Partnership (IEP)

FLIP26 Commitment: Fairness, Love, Integrity, Partnership

Opening:

Thank you for partnering on that interview. This feedback is intended to strengthen your interviewing capability.

Strengths:

Here are two things you did particularly well today:

- 1.
- 2.

These are exactly the behaviors we want to see consistently.

Coaching:

One opportunity to strengthen future interviews:

When you asked _____, consider following up with _____ to get more depth.

(Optional if needed):

I also noticed _____. That's common, and an easy fix with a bit of practice.

Decision Alignment:

Based on the score card, here's how I scored the candidate. Walk me through your assessment.

Next Step:

For the next interview, I recommend:

- ☐ HR leads again
- ☐ We co-interview
- ☐ You lead and I observe

We'll reassess after the next round.

