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| **Recruiters to fill** | | | | | | |
| **Candidate Name:** |  | | **Candidate Location:** |  | **Work Site:** | Choose an item. |
| **Interview Date** | Click or tap to enter a date. | | **Interview Time** |  | **Interview Level:** | Choose an item. |
| **Role to be interviewed for:** |  | | **Total Experience** |  | **Relevant Experience** |  |
| **Interviewer Name:** |  | |  |  |  |  |
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| **Interviewers to Fill** | | | | | | |
| **Interview Details (Mention the skills interviews and add more than 5 if required)** | | **Ratings (1 to 5)**  1 = Needs Significant improvement,  3 = meets expectations,  5 = Exceptional | **Areas did Well (Pros)** | | **Areas of Improvement (Cons)** | |
| **Skill 1:** | | Choose an item. | Details Must | | Details Must | |
| **Skill 2:** | | Choose an item. | Details Must | | Details Must | |
| **Skill 3:** | | Choose an item. | Details Must | | Details Must | |
| **Skill 4** | | Choose an item. | Details Must | | Details Must | |
| **Skill 5** | | Choose an item. | Details Must | | Details Must | |
| **Problem Solving / Critical Thinking** | | Choose an item. | Details Must | | Details Must | |
| **Live Coding Platform Link:**  **(if applicable)** | |  | Observation during live coding interview (if applicable) | | | |
| **Communication:** | | Choose an item. | ***Example:***   * Clearly explained technical concepts to the panel and asked clarifying questions. * Listened actively and responded thoughtfully to follow-up questions. * Articulated ideas in a structured and concise manner. * Demonstrated confidence and professionalism in verbal and written communication. * Adapted communication style for different audiences (technical/non-technical). | | **Example:**   * Answers were sometimes vague or lacked detail. * Struggled to communicate ideas clearly under pressure. * Did not ask clarifying questions when unsure. * Had difficulty tailoring responses to the audience. * Occasionally interrupted others or did not allow for dialogue. | |
| **Adaptability:** | | Choose an item. | **Example:**   * Quickly adjusted to new questions and changing interview topics. * Demonstrated openness to feedback and willingness to learn. * Provided examples of successfully navigating change in previous roles. * Remained calm and resourceful when faced with unexpected challenges. | | **Example:**   * Hesitated when asked to switch topics or adapt to new scenarios. * Needed more time to process changes or unfamiliar situations. * Was resistant to feedback or alternative approaches. * Struggled to provide examples of adapting to change in past roles. | |
| **WCT Culture Fit** | | Choose an item. | **Example:**   * Showed strong alignment with WCT’s values of collaboration, innovation, and integrity. * Demonstrated a growth mindset and eagerness to contribute to a positive workplace culture. * Provided examples of fostering inclusion and teamwork in previous environments. | | **Example:**   * Seemed uncomfortable with the fast-paced, dynamic environment typical at WCT. * Showed limited interest in team collaboration or cross-functional work. * Responses suggested a preference for working independently rather than as part of a team. | |
| **Qualified for the role (Y/N)** | | Choose an item. | Provide Reasoning (Must) | | | |
| **Qualified for Company – Other Teams (Y/N)** | | Choose an item. | Provide Reasoning (Must) | | | |
| **Suggested level of Candidate** | | Choose an item. | Provide Reasoning (Must) | | | |
| **Best suited Role (post Interview)** | | Choose an item. | Provide Suggested Role (if different) and Reasoning (Must) | | | |
| **Overall Interview Comments:** | |  |  | | | |