

Behavioral and Technical Talk Interview Rubric
Circle the option that best describes the candidate’s performance. Provide notes as necessary.

	3	2	1	0
Communication	Candidate was clear and concise. Candidate’s answers were well-organized.	Candidate communicated clearly most of the time. Some answers may have been vague or included too much detail. The interviewer may have needed to ask the candidate follow up questions.	Candidate provided vague answers or included too much detail. Candidate may have answered the wrong questions. The candidate’s answers may have been disorganized.	Candidate did not communicate with clarity. Answers may have been vague or included too much detail. The interviewer may have had difficulty following or understanding the candidate. The candidate may have been silent or answered the wrong questions.
Communication Notes:				
Collaboration	Candidate provided clear examples of collaboration experience. Candidate’s stories illustrate thoughtfulness, empathy, goal-orientation, self-reflection, adaptability, conflict resolution, organizational, or other collaboration skills.	Candidate provided some examples of collaboration experience. Candidate may not have clear experience working on teams or delivering products in a team environment. Some of their examples may have been vague.	Candidate’s stories did not illustrate clear collaboration skills. Candidate may not have experience working on teams or delivering products in a team environment. Candidate may have illustrated negative collaboration qualities in their answer.	Candidate did not provide examples of collaboration experience or collaboration goals or candidate illustrated negative collaboration skills.
Collaboration Notes:				
Growth Mindset	Candidate provided clear examples of contributing to the growth of others. Candidate provided clear examples of actively seeking opportunities to expand their knowledge and skills. Candidate illustrates accepting feedback gracefully.	Candidate provided clear examples of actively seeking opportunities to expand their knowledge and skills. Candidate illustrates accepting feedback gracefully.	Candidate provided examples that show some willingness to learn but may show struggles to accept feedback, perspectives, or new concepts.	Candidate appears resistant to new ideas or feedback. Candidate does not provide examples of a growth mindset.
Growth Mindset Notes:				
Technical Accuracy	Candidate effortlessly answered technical questioning accurately. Candidate provided examples or connected answers to experience.	Candidate answered technical questions accurately but left out some information or was not confident. Candidate may not have connected answers to their experience.	Candidate answered some technical questions accurately.	Candidate did not answer technical questions accurately.
Technical Accuracy Notes:				
General Feel	This candidate made me feel (circle choice): 😊 😐 😞 Why?			

Note: Consider the following rubric points in a real interview. This category doesn’t necessarily work in the simulated scenario, since the interviewee cannot prepare for a specific company.

Interest	Candidate asked thoughtful questions about the company or showed deep knowledge of the company. Candidate answers showed passion for programming or learning or some other aspect of our company.	Candidate showed passion for programming or learning or some other aspect of our company.	Candidate seemed only vaguely interested in programming, learning, or our company.	Candidate did not seem interested in programming, learning, or our company.
----------	---	---	--	---