

Interview Evaluation Rubric

Section 1: Learning Agility and Critical Thinking

Question 1: Can you describe a situation where you had to learn something completely new and outside your comfort zone? How did you approach it?

- Purpose:** To assess learning agility and comfort with unfamiliar subjects.

Criteria	Perfect Answer	Moderate Answer	Poor Answer
Learning Agility	Demonstrates a proactive approach to learning, used diverse resources, and embraced challenges outside their comfort zone.	Shows a willingness to learn but relied on familiar methods or faced difficulties adapting.	Struggled to engage with new concepts or avoided unfamiliar tasks.
Problem-Solving Approach	Clearly outlines a systematic approach (e.g., breaking down the challenge into manageable tasks, seeking expert help).	Describes a general approach but lacks specificity or a clear structure.	Does not explain their approach or mentions giving up on the task.
Reflection on Outcome	Reflects on the learning experience and explains the positive outcome or growth.	Outcome is vague or learning experience lacks depth, but some benefit is mentioned.	No significant learning or growth described.

Question 2: Tell me about a time when you had to solve a problem with very limited information. What steps did you take?

- Purpose:** Evaluates problem-solving skills and the ability to work under uncertainty.

Criteria	Perfect Answer	Moderate Answer	Poor Answer
Problem-Solving Process	Describes a clear, logical approach: gathered information, consulted available resources, and made informed assumptions.	Mentions the problem-solving process but lacks clarity or skipped critical steps.	Struggled to solve the problem or took a random/unstructured approach.
Handling Ambiguity	Embraced the challenge, demonstrated confidence working with limited information, and successfully resolved the issue.	Managed uncertainty but lacked confidence or required more external support than expected.	Was overwhelmed by the lack of information and failed to make progress.
Outcome and Reflection	Achieved a positive outcome and learned from the experience, applying new knowledge in future scenarios.	Outcome was somewhat unclear, and the reflection lacks depth or actionable insights.	No clear outcome, and no reflection on the learning experience.

Question 3: Have you ever been in a situation where standard procedures didn't apply? How did you handle it?

- Purpose:** Tests ability to think on their feet and innovate when necessary.

Criteria	Perfect Answer	Moderate Answer	Poor Answer
Innovative Thinking	Provides a specific example where they developed a creative solution, demonstrating a proactive and confident approach.	Provides a moderate solution but may rely on traditional methods or advice from others without innovating themselves.	Struggles with unconventional situations and relies heavily on others without contributing much original thinking.
Problem Solving	Clear steps taken to analyze the situation, consult necessary resources, and implement a practical solution.	Some effort to solve the problem, but lacks a well-defined process or needed substantial guidance.	Fails to address the situation or solve the problem effectively.

Question 4: Describe a time when you identified a more efficient way to do a routine task. What was the old procedure, and how did you improve it?

- Purpose:** To see if they can critically analyze processes and implement improvements.

Criteria	Perfect Answer	Moderate Answer	Poor Answer
Analytical Thinking	Clearly describes the inefficiency in the old process and the logic behind the improvement.	Provides a general improvement but may lack depth in analysis or explanation.	Fails to identify clear inefficiencies or struggles to articulate the improvement made.
Impact of Improvement	Describes a tangible positive outcome, such as time saved, higher quality, or cost reduction.	Describes some benefit but lacks measurable impact.	No significant or measurable improvement described.

Section 2: Communication and Adaptability

Question 1: How would you explain a complex idea or process to someone who has no background in that area?

- Purpose:** Assesses the ability to break down complex information into understandable terms.

Criteria	Perfect Answer	Moderate Answer	Poor Answer
Clarity of Explanation	Breaks down the idea clearly using analogies or simple terms while retaining the core meaning.	Provides an explanation but may leave out critical details or overly simplify complex concepts.	Fails to communicate clearly, uses too much jargon, or cannot simplify the concept.
Engagement	Actively engages the listener by asking questions to ensure understanding.	Attempts some engagement but does not actively check for understanding.	Does not engage the listener and assumes understanding without verification.

Question 2: What do you do when you're faced with a task that you don't know how to complete?

- Purpose:** To understand their resourcefulness and willingness to seek help or learn.

Criteria	Perfect Answer	Moderate Answer	Poor Answer
Resourcefulness	Actively seeks out resources, asks questions, and remains proactive in learning how to complete the task.	Tries to figure it out but may hesitate in seeking help or taking initiative.	Avoids the task or struggles without seeking any form of help or guidance.

Section 3: Technical Article Reading Assessment

- Article: [What is RAID? RAID 0, 1, 5, & 10 Made Easy - The Plug - HelloTech](#)

Question	Perfect Answer	Moderate Answer	Poor Answer
1. What is RAID, and why is it used in computer systems?	Clear and accurate definition of RAID; explains that RAID combines multiple drives for performance, redundancy, or both; provides relevant use cases.	General understanding of RAID but lacks clarity on specific purposes (speed and redundancy).	Incorrect or incomplete explanation of RAID; fails to mention redundancy or performance.
2. Explain the difference between disk striping and disk mirroring.	Clearly explains that striping spreads data across multiple drives for speed, while mirroring duplicates data across drives for redundancy; provides practical examples.	Understands the basic concept of striping (RAID 0) and mirroring (RAID 1) but lacks clarity or precision in explaining them.	Incorrect or confusing explanation of striping and mirroring; unable to differentiate between the two.
3. What is RAID 0, 1, 5, and 10? How do you understand these terms?	Thorough and correct explanation of RAID 0 (striping), RAID 1 (mirroring), RAID 5 (striping with parity), and RAID 10 (striping + mirroring); clearly explains the purpose of each.	Covers most RAID levels accurately but misses key details or confuses RAID 5 and RAID 10.	Incorrect or incomplete explanations of two or more RAID levels.
4. What is the biggest risk associated with using RAID 0, and what type of data would be best suited for this setup?	Clearly explains that RAID 0 has no redundancy and is best suited for temporary or non-critical data; acknowledges the risk of total data loss if one drive fails.	Understands the risk of data loss in RAID 0 but provides a vague or incomplete description of data types suited for RAID 0.	Incorrect or unclear understanding of RAID 0's risk; fails to explain the lack of redundancy or suitability for non-critical data.
5. How does RAID 1 ensure data protection? What is the trade-off?	Clearly explains how RAID 1 uses mirroring for redundancy and notes the trade-off in terms of storage capacity (only half is usable).	Understands RAID 1's use of mirroring for redundancy but misses or provides a weak explanation of the storage capacity trade-off.	Incorrect explanation of RAID 1 or fails to mention how mirroring ensures data protection.
6. Describe how RAID 5 provides both speed and redundancy. What role do parity bits play in this setup?	Thorough explanation of RAID 5's striping with parity for speed and redundancy; explains that parity bits allow the system to rebuild data if a drive fails.	General understanding of RAID 5's use of striping and parity but lacks clarity in explaining how parity bits provide redundancy.	Incorrect or incomplete explanation of RAID 5; fails to mention parity bits or the balance between speed and redundancy.
7. What are the downsides of RAID 5 compared to RAID 0 and RAID 1, and how does it affect processing power and storage capacity?	Clearly explains that RAID 5 has more processing overhead due to parity calculations and less	Understands some trade-offs of RAID 5 but lacks depth in explaining how parity affects processing power and storage capacity.	Incorrect or confusing answer; fails to mention the processing overhead or storage trade-offs of RAID 5.

8. Which RAID setup would you recommend for a high-performance gaming PC, and why? (Bonus)	available storage compared to RAID 0; notes the balance between redundancy and performance.		
	Recommends RAID 0 for speed and explains that redundancy is less critical for gaming PCs; demonstrates understanding of RAID configurations for high-performance needs.	Recommends a RAID setup but lacks strong justification related to gaming performance needs.	Incorrect or irrelevant recommendation.
9. Which RAID level would be most appropriate for a business that prioritizes data redundancy and reliability over speed, and why? (Bonus)	Recommends RAID 1 or RAID 5 for businesses prioritizing data reliability, with a clear explanation of the redundancy benefits and trade-offs in speed.	Recommends a RAID setup but lacks clear reasoning related to business redundancy needs.	Incorrect or irrelevant recommendation.

Passing Criteria:

- 1. **Learning Agility and Critical Thinking Section:**
 - This section is paramount. **Only a single question** in this section can score **below a 3** (Moderate).
 - If a candidate scores below 3 in more than one question in this section, they **fail the interview** regardless of their performance in other sections.
- 2. **Overall Scoring:**
 - The interview consists of 3 sections: **Learning Agility and Critical Thinking**, **Communication and Adaptability** and **Technical Article Reading Assessment**.
 - The candidate must achieve an **average score of at least 3 (Moderate)** across all questions to be considered for the position.