

The [Interview Response Rating Tool](#) outlines general expectations for the candidates' response to the interview questions. The purpose of this standard criteria is to ensure consistency and fairness throughout this stage of the selection process. The goal is to assess observable behaviors, decision-making, and problem-solving approaches, rather than memorized knowledge or credentials. You are encouraged to take detailed notes during each interview to capture the basis for your numerical response ratings.

Interview Response Rating Tool		
5	Excellent	Clear, detailed, and relevant example; fully addresses the question; strong competency behaviors; explains actions and results; requires no probing.
4	Good	Solid example; mostly complete; demonstrates competency behaviors; shows reflection/learning; requires minimal probing.
3	Adequate	Relevant but limited example; partial coverage; some competency behaviors; vague outcomes; requires probing.
2	Poor	Incomplete or vague example; weak connection to competency; unclear actions; missing or negative outcomes; requires extensive probing.
1	Inadequate	No relevant example or fails to answer; little/no demonstration of competency; off-topic or theoretical; cannot be evaluated.

