

Candidate Name: \_\_\_\_\_  
Role Interviewed: \_\_\_\_\_  
Interviewer: \_\_\_\_\_  
Date: \_\_\_\_\_

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## Dimensions

- HTML & CSS Fundamentals — Score (1–5): \_\_\_\_\_

1-2: Produces incorrect or non-semantic markup and frequently breaks layout. 3: Creates functional, semantic markup and resolves common layout issues with guidance. 4: Builds responsive, maintainable CSS and avoids layout regressions independently. 5: Designs reusable styling patterns and improves team CSS practices proactively.

- JavaScript Fundamentals — Score (1–5): \_\_\_\_\_

1-2: Struggles with basic language constructs and common DOM interaction patterns. 3: Understands ES6+ syntax and implements straightforward logic reliably. 4: Writes clear, idiomatic JS and handles async flows and edge cases independently. 5: Optimizes logic for performance and mentors peers on JavaScript best practices.

- Framework & Component Experience — Score (1–5): \_\_\_\_\_

1-2: Cannot create or reason about components in the team's framework. 3: Builds and composes components following basic patterns with some guidance. 4: Implements well-structured components, state management, and props flows independently. 5: Introduces improved component patterns and helps reduce complexity across the codebase.

- Problem Solving & Debugging — Score (1–5): \_\_\_\_\_

1-2: Gets stuck frequently and cannot isolate root causes of bugs. 3: Diagnoses common issues using console, devtools, and error messages. 4: Systematically isolates problems, writes reproducible steps, and proposes fixes. 5: Identifies underlying patterns in bugs and prevents recurrence proactively.

- Code Quality & Testing — Score (1–5): \_\_\_\_\_

1-2: Produces untested code with inconsistent style and unclear intent. 3: Writes readable code and adds basic unit or integration tests when prompted. 4: Delivers well-structured code with reliable tests and follows linting/formatting rules. 5: Improves test coverage, suggests meaningful test cases, and enforces quality standards.

1-2: Ignores basic accessibility and produces unclear user interactions. 3: Implements common UX patterns and basic ARIA/keyboard support when guided. 4: Delivers accessible components and considers error states and focus management. 5: Advocates accessibility improvements and designs interactions that reduce user friction.

• **Collaboration & Communication — Score (1–5): \_\_\_\_\_**

1-2: Communicates poorly, misses context, and requires frequent follow-up. 3: Asks relevant questions, documents work, and responds to feedback constructively. 4: Proactively shares progress, aligns with teammates, and incorporates feedback quickly. 5: Facilitates small design or code discussions and helps coordinate across roles.

• **Learning & Growth Mindset — Score (1–5): \_\_\_\_\_**

1-2: Resists feedback and shows little progress after coaching. 3: Accepts feedback and applies it to improve tasks over time. 4: Seeks new challenges, learns tools quickly, and applies knowledge independently. 5: Drives personal improvement plans and shares learnings to uplift peers.

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## Overall Evaluation

Strengths Observed:

Concerns / Weaknesses:

Recommendation (Yes / No / With Reservations):

Final Score (Avg / Weighted):