Candidate Name: _____

Role Interviewed: _____

Interviewer: _____

Date: _____

Dimensions

- Team Management — Score (1–5): _____

  1-2: Does not set clear goals, misses 1:1s, and lets issues fester. 3: Defines team goals, holds regular 1:1s, and resolves common conflicts. 4: Aligns individual work to goals, proactively balances workload, prevents recurring problems. 5: Builds predictable team rhythms, consistently improves team throughput and morale metrics.

- Technical Leadership — Score (1–5): _____

  1-2: Lacks technical credibility or avoids technical decisions. 3: Contributes to design, reviews code, and guides technical choices. 4: Drives robust architecture, mentors on design trade-offs, prevents technical debt. 5: Defines scalable technical strategy, influences cross-team standards, drives measurable system improvements.

- Execution & Delivery — Score (1–5): _____

  1-2: Misses deadlines frequently and has poor task planning. 3: Delivers commitments reliably and clears routine blockers. 4: Breaks work into clear milestones, reduces cycle time, mitigates risks early. 5: Consistently delivers high-impact initiatives on schedule and improves delivery metrics.

- Communication — Score (1–5): _____

  1-2: Communication is unclear, reactive, or causes misunderstandings. 3: Communicates clearly to team and stakeholders, documents decisions. 4: Adapts communication to audience, summarizes trade-offs and impacts. 5: Aligns multiple stakeholders, negotiates priorities, and prevents misalignment proactively.

- Coaching & Development — Score (1–5): _____

  1-2: Does not provide feedback or support growth discussions. 3: Gives constructive feedback, supports skill development plans. 4: Creates development plans, identifies stretch opportunities, tracks progress. 5: Consistently grows direct reports into higher roles and increases team capability.

1-2: Makes ad-hoc decisions without evaluating impact or trade-offs. 3: Balances short-term needs and long-term goals in decisions. 4: Uses data and trade-off analysis to prioritize work and align team efforts. 5: Sets clear prioritization frameworks and consistently optimizes team impact.

• Stakeholder Management — Score (1–5): _____

1-2: Avoids stakeholder interactions or escalates frequently without context. 3: Manages expectations and responds to stakeholder concerns reliably. 4: Anticipates stakeholder needs, negotiates trade-offs, secures alignment. 5: Builds trusted relationships across functions and influences roadmap decisions.

Overall Evaluation

Strengths Observed:

Concerns / Weaknesses:

Recommendation (Yes / No / With Reservations):

Final Score (Avg / Weighted):