

Behavioral Job Interview Assessment Form

This **behavioral job interview assessment form** sample template helps recruiters systematically evaluate candidates' past behaviors and skills during interviews. It streamlines the hiring process by providing clear criteria and structured feedback. Using this form ensures consistent and objective candidate assessments.

Candidate Name: _____
Position Applied For: _____
Interviewer: _____
Date: _____

Instructions:

- 1. Ask the candidate the behavioral questions listed below.
- 2. Rate each competency based on the candidate's response, using the scale provided.
- 3. Provide notes and evidence for your ratings.

Competency/Question	Rating (1=Poor, 5=Excellent)	Comments/Examples
Communication: Describe a time you had to explain a complex idea to someone. How did you ensure understanding?	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<div></div>
Teamwork: Give an example of a time you worked as part of a successful team.	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<div></div>
Problem Solving: Tell me about a challenging problem you solved at work. What was your approach?	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<div></div>
Adaptability: Describe a situation where you had to adapt quickly to changes. What did you do?	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<div></div>
Leadership: Share an experience where you led a project or initiative. What was the outcome?	<input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<div></div>

Scoring Guide:
1 = Poor | 2 = Fair | 3 = Satisfactory | 4 = Good | 5 = Excellent

Additional Comments:

Overall Recommendation:

- ☐ Strong Yes
- ☐ Yes
- ☐ Neutral
- ☐ No
- ☐ Strong No

Interviewer Signature: _____ **Date:** _____