Interview and Evaluation Guide

## Advance preparation can aid you in assessing candidates more equitably and gaining insights that inform your selection process. Aim for more open-ended questions than yes/no questions, and try to focus on behavior-based phrasing.

For reference questions that may help you, check out this [Behavioral-based Interview Questions guide](https://hr.virginia.edu/sites/default/files/PDFs/behavioralbased-interviewquestions.pdf) from UVA Health.

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| Candidate: | | | |
| Role: | | | |
| Interviewer: | | | |
| **Category & Question** | **Behavior/Notes** | **Importance** | **Ranking** |
| Example  Technical: Tell me about a project you led and how you handled technical challenges in achieving the goals of the project. | Example  They encountered difficulty in getting a new assay to work, and after talking with reagent suppliers they ruled out issues with the reagents. They contacted the authors who developed the assay to get suggestions, and when it still didn’t work they traveled to learn under the authors’ collaborator and successfully transferred it to their own lab. | Essential | Excellent |
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