

Hiring Rubric

Criteria	Excellent (4 points)	Good (3 points)	Satisfactory (2 points)	Needs Improvement (1 point)
Professional Knowledge	Demonstrates deep understanding and expertise	Good understanding with minor inaccuracies	Basic understanding, some inaccuracies	Limited understanding, significant errors
Communication Skills	Articulate and clear, excellent verbal and non-verbal communication	Generally clear with minor issues	Adequate communication, some confusing parts	Frequently unclear, poor communication
Problem-Solving Ability	Highly effective and innovative in solving problems	Effective problem-solving, good approach	Basic problem-solving, some issues	Ineffective problem-solving, significant issues
Teamwork and Collaboration	Excellent team player, highly collaborative	Good team player, generally collaborative	Adequate teamwork, some collaboration issues	Poor teamwork, lacks collaboration
Adaptability	Very adaptable to new situations and changes	Generally adaptable, minor issues	Some adaptability, several issues	Lacks adaptability, many issues
Cultural Fit	Perfectly aligns with company values and culture	Good fit with company culture	Some fit with company culture	Poor fit with company culture
Initiative	Proactively identifies and addresses issues	Often takes initiative	Sometimes takes initiative	Rarely takes initiative
Work Ethic	Consistently demonstrates a strong work ethic	Generally demonstrates good work ethic	Shows adequate work ethic	Lacks strong work ethic
Technical Skills	Highly proficient in required technical skills	Good proficiency in technical skills	Basic proficiency, some gaps	Lacks required technical skills

Total Points:



Hiring Rubric Sample

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