

Interview scorecard report

All records

CANDIDATES IN PROCESS
3
Production Supervisor — the largest vacancy

LEADING CANDIDATE
Dana Ferreira
average 4.25 over 4 scores

INTERVIEWER SPREAD
1.5
Marcus Webb — above 1.0, calibrate before deciding

RED FLAGS RAISED
1
Marcus Webb

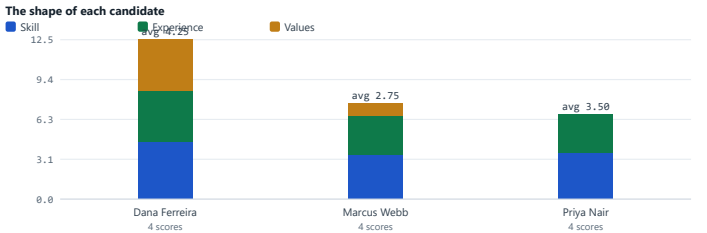
CRITERIA COVERAGE
1
Priya Nair missing criteria — not yet comparable

INTERVIEWS LOGGED
6
12 criterion scores in total

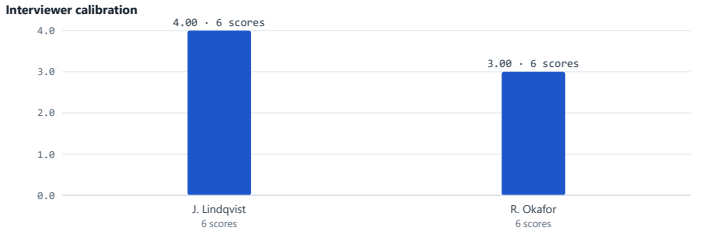
12 of 12 record(s) included. All records. Amounts in USD.



Average of every criterion score the candidate has received. Candidates drawn in red carry a red flag — a high average does not cancel a disqualifier, so read the flag before the number. Average of every criterion score the candidate has received. Candidates drawn in red carry a red flag — a high average does not cancel a disqualifier, so read the flag before the number.



Each segment is the candidate's average for that criterion type, so the bar length is the sum of type averages, not an overall score. Read the shape of the segments: strong skill with weak values is a different hire from the reverse. Each segment is the candidate's average for that criterion type, so the bar length is the sum of type averages, not an overall score. Read the shape of the segments: strong skill with weak values is a different hire from the reverse.



Who scores hard and who scores soft. A consistently high or low average is not wrong — but if two panellists differ by a point on the same candidates, the numbers are measuring the interviewers, not the field. Who scores hard and who scores soft. A consistently high or low average is not wrong — but if two panellists differ by a point on the same candidates, the numbers are measuring the interviewers, not the field.



A pile of 3s means anchors nobody believes in or interviewers avoiding a judgement; all 4s and 5s means the scale has drifted into politeness. A healthy spread uses the whole scale. A pile of 3s means anchors nobody believes in or interviewers avoiding a judgement; all 4s and 5s means the scale has drifted into politeness. A healthy spread uses the whole scale.

Candidate comparison

CANDIDATE	SKILL	EXPERIENCE	MOTIVATION	VALUES	OVERALL	RED FLAGS	RECOMMENDATIONS	INTERVIEWS
Dana Ferreira	4.5	4.0	—	4.0	4.25	—	2 S-yes · 2 yes	2
Priya Nair	3.7	—	—	3.0	3.50	—	2 yes	2
Marcus Webb	3.5	3.0	—	1.0	2.75	1	2 yes · 2 S-no	2

Red flags & extreme scores

CANDIDATE	CRITERION	SCORE	FLAG	EVIDENCE HEARD	INTERVIEWER	DATE
Dana Ferreira	Planning & organisation	5	—	Brought the weekly shift plan she builds — labour, changeovers, maintenance windows — and explained how she re...	J. Lindqvist	2026-08-07
Marcus Webb	Safety mindset	1	Red flag	Described bypassing a lockout on the wrapper to hit a Friday despatch deadline, and presented it as resourcefu...	R. Okafor	2026-07-31

Score register

VACANCY	CANDIDATE	STAGE	DATE	INTERVIEWER	CRITERION	TYPE	SCORE	REC	READING	FLAG
Production Supervisor	Dana Ferreira	First	2026-07-31	R. Okafor	Shift-team leadership	Skill	4	Yes	Strong	—
Production Supervisor	Dana Ferreira	First	2026-07-31	R. Okafor	Safety mindset	Values	4	Yes	Strong	—
Production Supervisor	Dana Ferreira	Final	2026-08-07	J. Lindqvist	Planning & organisation	Skill	5	S=yes	Strong	—
Production Supervisor	Dana Ferreira	Final	2026-08-07	J. Lindqvist	Continuous improvement	Experience	4	S=yes	Strong	—
Production Supervisor	Marcus Webb	First	2026-07-31	R. Okafor	Shift-team leadership	Skill	3	S=no	Adequate	—
Production Supervisor	Marcus Webb	First	2026-07-31	R. Okafor	Safety mindset	Values	1	S=no	Weak	Red flag
Production Supervisor	Marcus Webb	Final	2026-08-06	J. Lindqvist	Planning & organisation	Skill	4	Yes	Strong	—
Production Supervisor	Marcus Webb	Final	2026-08-06	J. Lindqvist	Continuous improvement	Experience	3	Yes	Adequate	—
Production Supervisor	Priya Nair	Screen	2026-07-24	J. Lindqvist	Shift-team leadership	Skill	4	Yes	Strong	—
Production Supervisor	Priya Nair	Screen	2026-07-24	J. Lindqvist	Planning & organisation	Skill	4	Yes	Strong	—
Production Supervisor	Priya Nair	First	2026-08-03	R. Okafor	Shift-team leadership	Skill	3	Neutral	Adequate	—
Production Supervisor	Priya Nair	First	2026-08-03	R. Okafor	Safety mindset	Values	3	Neutral	Adequate	—

Notes

Sample scorecard — replace every score and every line of evidence with your own before relying on it or sharing it.

Scores structure judgement; they do not remove bias, and averaging them does not make them objective. A scorecard is only as honest as the evidence written next to each number — the evidence column is the real product of this tool, and a score without evidence is a mood with a digit attached. Interviewer differences shown here are prompts for a conversation, not verdicts on anyone's judgement. Employment and data-protection rules on interview records differ by country: keep notes factual and professional, and take advice where you need it. This is a record-keeping and comparison aid, not hiring advice.