



Culture Audit Interview Scorecard™

Evaluate your interview process across the five pillars. Score each area from 1–5.

Pillar	Definition	Score (1–5)
Preparation Standard	Interviewers are prepared, aligned on role expectations, and intentional in approach.	
Leadership Presence	Leaders are engaged, focused, and demonstrate respect during the interview.	
Interviewer Alignment	Interviewers are aligned on expectations, messaging, and evaluation criteria.	
Respect for Candidate Time	Process is timely, communication is clear, and commitments are honored.	
Decision Integrity	Decisions are made with clarity, communicated effectively, and follow-through is consistent.	

Scoring Guide

- 1 – Inconsistent / Reactive
- 2 – Some structure, but inconsistent
- 3 – Moderately consistent, gaps exist
- 4 – Strong and consistent
- 5 – Highly disciplined and intentional

Reflection Questions

- Where are we most inconsistent?
- Which pillar has the greatest impact on candidate experience?
- What is one immediate improvement we can implement?
- Where are we aligned vs. misaligned as a leadership team?