

Supervisor Interview Scorecard

D1 Frontline Leadership

Candidate Name: _____

Position: _____

Date: _____ Interviewer: _____

Rate each pillar from 1 (critical gap) to 5 (elite) based on behavioral evidence from the interview — not personality or likability.

Pillar	1	2	3	4	5
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Coachability

☐	☐	☐	☐	☐
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Q: Tell me about a time you received difficult feedback on the job. What did you do next?

Discipline

☐	☐	☐	☐	☐
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Q: What routine or process helps you perform consistently shift after shift?

Accountability

☐	☐	☐	☐	☐
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Q: Tell me about a significant mistake you made and what you learned.

Competitive Drive

☐	☐	☐	☐	☐
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Q: Describe a time you pushed your team or yourself beyond minimum expectations.

Pressure Response

☐	☐	☐	☐	☐
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Q: Tell me about a shift when everything went wrong. How did you respond?

Team Impact

☐	☐	☐	☐	☐
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Q: Describe a time you helped a struggling teammate improve their performance.

Scoring Summary

Total Score (out of 30): _____

Average Score: _____

Strongest Pillar: _____

Priority Development Area: _____

Recommendation

☐ Ready for Leadership ☐ Develop with Support ☐ Not Ready — Reassess

Evidence & Notes

Tip: Probe every answer — What was your role? What happened next? What was the result?