ZYTHR

Candidate Name: _____
Role Interviewed: _____
Interviewer: _____
Date: _____

Dimensions

- Automation Scripting — Score (1–5): ____

  1-2: Writes brittle, repetitive scripts and struggles with basic syntax or constructs. 3: Implements reliable scripts for simple flows and uses basic reusability. 4: Designs modular, parameterized scripts that reduce duplication. 5: Creates reusable libraries and abstractions that speed future test development.

- Testing Fundamentals — Score (1–5): ____

  1-2: Cannot explain basic testing concepts or write clear test cases. 3: Understands test types and writes clear positive and negative cases. 4: Identifies edge cases and maps tests to explicit requirements. 5: Defines simple coverage checks and closes clear gaps in coverage.

- Test Design & Analysis — Score (1–5): ____

  1-2: Creates ad-hoc tests without structuring or prioritizing cases. 3: Designs prioritized suites and selects representative test data. 4: Builds data-driven suites and optimizes case selection by risk. 5: Defines test strategy for features and influences release decisions.

- Framework & Tooling — Score (1–5): ____

  1-2: Depends on manual UI steps and cannot configure the framework. 3: Uses existing framework features and adds basic helper utilities. 4: Extends the framework and integrates useful libraries for reliability. 5: Proposes and implements framework improvements adopted by the team.

- Debugging & Troubleshooting — Score (1–5): ____

  1-2: Cannot isolate failures or reproduce issues consistently. 3: Reproduces failures and provides useful logs and reproduction steps. 4: Root-causes intermittent issues and suggests reliable fixes. 5: Creates tooling or processes that reduce flakiness across suites.

1-2: Unfamiliar with CI or cannot run tests in pipeline environments. 3: Integrates tests into CI and understands pipeline failure signals. 4: Optimizes pipelines for faster execution and more reliable runs. 5: Automates test reporting and exposes health metrics to the team.

• Communication & Collaboration — Score (1–5): _____

1-2: Provides unclear bug reports and struggles to accept feedback. 3: Writes clear bug reports and updates stakeholders on progress. 4: Proactively coordinates with developers and QA to unblock work. 5: Leads triage or cross-team discussions that improve delivery.

Overall Evaluation

Strengths Observed:

Concerns / Weaknesses:

Recommendation (Yes / No / With Reservations):

Final Score (Avg / Weighted):