**Frontend Developer Interview Scorecard**

Candidate Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Role Interviewed For: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Interviewer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| **Dimension** | **Guidance** | **Score (1–5)** |
| Prospecting & Pipeline | 1-2: Relies on inbound leads only; sporadic outreach and shallow pipeline.
3: Regularly generates outbound activity and maintains a qualified pipeline.
4: Proactively targets high-value accounts and consistently fills pipeline to forecast.
5: Builds repeatable prospecting systems that generate more high-quality opportunities than quota requires. |  |
| Territory & Account Planning | 1-2: No territory plan; reactive coverage and missed key accounts.
3: Maintains account list and prioritizes top targets by potential.
4: Segments territory and executes targeted campaigns that drive measurable growth.
5: Develops strategic territory plans that expand share and uncover new segments. |  |
| Product Knowledge & Presentation | 1-2: Cannot explain product value; reads generic script and misses customer needs.
3: Delivers clear demos and connects features to customer problems.
4: Tailors messaging to buyer persona and quantifies likely ROI.
5: Delivers consultative, data-backed presentations that influence multiple stakeholders. |  |
| Closing & Negotiation | 1-2: Avoids asking for business and concedes on price; loses at negotiation.
3: Asks for the sale and reliably closes standard deals.
4: Handles objections, negotiates terms, and protects margin.
5: Closes complex, multi-party deals quickly while securing favorable terms. |  |
| Relationship Building & Retention | 1-2: Transactional interactions; no follow-up post-sale.
3: Maintains relationships and secures renewals or referrals.
4: Builds trusted-advisor relationships and identifies expansion opportunities.
5: Creates strategic partnerships and drives measurable account expansion. |  |
| Communication & Collaboration | 1-2: Poor communication with internal teams and fails to update CRM.
3: Communicates clearly with stakeholders and documents customer interactions.
4: Proactively coordinates with support, product, and marketing to advance deals.
5: Leads cross-functional efforts that remove blockers and improve sales outcomes. |  |
| Execution & Time Management | 1-2: Misses appointments and deadlines; inconsistent follow-up.
3: Manages schedule reliably and meets commitments to customers.
4: Prioritizes high-impact activities and consistently meets or exceeds targets.
5: Optimizes territory cadence and workflows to maximize sales productivity. |  |

 **Overall Evaluation**

**Strengths Observed:**

**Concerns / Weaknesses:**

**Recommendation (Yes / No / With Reservations):**

**Final Score (Avg / Weighted):**