

Smart Screening Checklist



Technical Proficiency

Do they demonstrate hands-on, real-world experience with the core tech stack?

Can they walk through a full project lifecycle?

Did they discuss architecture, not just execution?



Communication & Team Collaboration

Can they translate complexity and work across disciplines?

Do they adapt language for their audience?

Do they share examples of resolving team friction?

If English is their second language, can they communicate effectively in English?



Work History & Motivation

Do their career choices reflect intentionality and growth?

Can they explain their transitions with clarity?

Are their goals aligned with your opportunity?



Problem-Solving

Are they resourceful under pressure and able to navigate ambiguity?

Do they describe obstacles they've overcome?

Do they offer frameworks, not just anecdotes?



Culture & Behavioral Fit

Will they integrate into your team's unique pace and values?

Are their preferred environments similar to yours?

Do they elevate or disrupt collaboration?



Adaptability & Learning Agility

Are they able to quickly absorb, pivot, and thrive in new contexts?

Do they give examples of learning under pressure?

Do they show curiosity and coachability?

**Let's Build
Success Together!**