

Graphic Designer

This interview guide is intended to be used in conjunction with the Vervoe skills assessment. Where a candidate has scored Low - Medium on a skill, focus on asking more questions from that skill to gain deeper insight into their level of competency.

Assessment Score	HIGH MEDIUM LOW
Assessment Skills	Graphic Designer, Design, Stakeholder Management, Works within Guidelines

Competency/Skill	Candidate with this will display
Graphic Designer	<ul style="list-style-type: none"> • Passion for design and flair for creativity • Can handle criticism and feedback • Takes feedback on board and amends work accordingly
Questions	
	Describe your favourite piece of work.
	What do you think is the biggest mistake people make in this role?
	Describe a time where you have received criticism on your work. What did you respond with?
Comments	

Competency/Skill	Candidate with this will display
Design	<ul style="list-style-type: none"> • Has worked on various projects • Expert in design and software • Focuses on usability and aesthetics in all work
Questions	
	Where do your strengths and weaknesses lie in design?
	How do you measure the success of a design or project?
	Describe colour theory and how you use this in your work.
Comments	

Competency/Skill	Candidate with this will display
Stakeholder Management	<ul style="list-style-type: none"> • Can manage stakeholders internally and externally • Sets clear expectations with stakeholders for project delivery • Takes detailed briefs from stakeholders to ensure understanding is fully met • Updates stakeholders on any issues or delays
Questions	
	Describe a time where a stakeholder has put unnecessary pressure on you, how did you manage this?
	How do you manage expectations with stakeholders? Provide an example.
	How do you build relationships with internal and external stakeholders?
Comments	

Competency/Skill	Candidate with this will display
Works within guidelines	<ul style="list-style-type: none"> • Follows briefs with a creative flair • Works closely with clients or internal teams to understand the brief fully
Questions	
	What marketing collateral have you made? Describe the brief and the result.
	Describe the most difficult brief you have worked from and what the results were.
	Have you ever worked on a project with too much or too little information? What did you do to dissect it?
Comments	