



10 Questions to Ask When Choosing an Interviewing Partner

Improving your interview process—whether you’re introducing structure, scaling consistency, or optimizing for fairness—takes more than just tools. It requires a partner who understands the complexity of interviewing and can support your teams with the right combination of guidance, data, and technology.

This checklist is designed to help you ask the right questions when reviewing potential vendors or solutions, so you can make an informed choice based on what your organization truly needs.

1. Can they help you define the right skills for each role, or map to frameworks you already use?

Look for partners with validated skill frameworks that cover both role-specific and transferable skills—and can align with your existing models if needed.

2. Do they provide interview questions that are mapped to those skills?

The best solutions go beyond templates. They help you select role-relevant questions and provide structured scoring guidance for consistency.

3. Is their solution built to scale across teams, regions, and interview formats?

You need a process that works everywhere, not just in one hiring manager’s inbox. Ask how they support repeatability and rollout.

4. Can they help reduce interview chaos, not add to it?

Avoid adding complexity. The right partner should simplify your scheduling, prep, note-taking, and decision-making process—ideally in one place.

5. How do they support interviewer accountability and fairness?

Do they offer analytics that show how interviewers are behaving, such as scoring patterns, adherence to guides, or speaking time?

6. Will their platform capture structured data you can actually use?

Data should be tracked, visible, and linked to hiring outcomes. Ask how they help you move from gut feel to informed decision-making.

7. Do they offer real-time guidance to help interviewers stay on track?

Structured interview guides are great, but are they used in the moment? Look for tools that support interviewers as they interview.

8. Can their platform evolve with your hiring needs?

You don’t want to buy a static tool. Ask how they support continuous improvement, analytics, and changes in job requirements over time.

9. Do they help you improve candidate experience, not just efficiency?

Experience matters. Look for partners who support consistent communication with candidates and collect candidate sentiment at scale—with insights that you can act on, not just report.

10. Do they bring deep expertise in hiring science—not just software?

A strong platform is important—but so is the thinking behind it. Look for partners with proven methodology, validation, and a track record in hiring outcomes.

Ready to see what a ‘yes’ to all 10 looks like?
Learn about [Smart Interview Professional](#).

