🎯 Target Goals Interview Planner

Use this before every interview to keep your questions intentional, consistent, and relevant.

Step 1: Role Snapshot

Position Title:

Hiring Manager:

Interview Date:

Pre - Interview Notes:

Step 2: Core Role Outcomes (3–5 MAX)

List the non-negotiable skills or outcomes this role must deliver.

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Step 3: What "Good" Looks Like

For each outcome, define the scoring criteria:

Outcome	Strong Answer	Average Answer	Weak Answer
#1			
#2			
#3			
#4			
#5			

Step 4: Intentional Question List

Each question should connect directly to an outcome above.
Avoid "filler" or irrelevant curveballs.

Target Outcome	Interview Question	Follow-Up Prompts
#1		
#2		
#3		
#4		
#5		

Step 5: Culture Alignment Check

What is the real culture here (not the wall poster)?
How will you measure fit without bias?

- Real Culture Notes:
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- Culture-Alignment Question(s):
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Step 6: Time & Flow Plan

Plan your pacing so all targets are covered.

Intro & Rapport Building _____ mins   Candidate Questions _____ mins
Target Area 1 _____ mins   Wrap-Up & Next Steps _____ mins
Target Area 2 _____ mins
Target Area 3 _____ mins