



# Scrum Master Evaluation Framework & Scorecard

This framework helps you compare candidates objectively, avoid bias, and make confident final selections, especially useful when interviewing multiple qualified applicants.



## 1. Candidate Scoring Criteria

Score each candidate across **6 key dimensions**, using a simple 1-5 scale (1 = below expectations, 5 = exceptional). Customize based on your priorities.

Category	Description	Score (1-5)
<b>Agile Knowledge</b>	Practical understanding of Scrum roles, events, and values	
<b>Facilitation Skill</b>	Ability to guide standups, retrospectives, and planning without dominating	
<b>Coaching &amp; Servant Mindset</b>	Demonstrates humility, asks good questions, and builds trust	
<b>Team Dynamics Awareness</b>	Senses team health, addresses blockers, and nurtures collaboration	
<b>Communication &amp; EQ</b>	Active listening, empathy, conflict resolution, and clear communication	
<b>Culture &amp; Values Fit</b>	Shares your organization's approach to agility, autonomy, and learning	

### Optional Bonus Categories:

- ☐ Technical awareness (for Dev-heavy teams)
- ☐ Experience with distributed teams or scaling frameworks



**Tip:** Use this table to create a scoring spreadsheet shared by all interviewers.

## 2. Reference Checking Best Practices

Too many teams skip this or ask vague questions. Use these **targeted prompts** to confirm or challenge your impressions:

### Ask the Referee:

- ☐ “How did they handle team conflict or underperformance?”
- ☐ “Can you recall a time they helped the team improve process or morale?”
- ☐ “Did stakeholders or developers trust their leadership?”
- ☐ “What kind of environment do you think they thrive in or struggle in?”
- ☐ “If you had a similar role open, would you hire them again?”

➡ **Tip:** Ask for **context**, not just **praise**. Good references give stories, not just adjectives.

## 3. Final Selection Decision-Making

Once you’ve scored and checked references, use this **decision framework** to finalize your hire:

- ☐ Did they meet the must-have criteria outlined in your “Requirements Worksheet”?
- ☐ Did their interview performance show *real-world thinking*, not just theory?
- ☐ Did multiple interviewers score them consistently well?
- ☐ Do their values align with your Agile culture?
- ☐ Will your team respect their leadership?
- ☐ Can they grow with your company, not just fill a short-term gap?

### Final Tip:

***Don’t just hire for skills. Hire for mindset, maturity, and their ability to elevate the team.***