

TRX SEARCH CANDIDATE RESOURCE

Interview Debrief Worksheet

Evaluate what you learned before deciding how you feel.

Interviews create impressions quickly. A strong personal connection can make an opportunity feel better than it is. A difficult conversation can make you question an opportunity that may still deserve consideration. Use this worksheet while the conversation is fresh to separate evidence, reaction and unanswered questions.

The first question is not “Do they like me?”

The useful questions are: What did I learn? What changed my understanding of the opportunity? And do I want to keep learning?

Company / opportunity

Interview date

Interviewer(s)

Interview stage

What surprised me?

Something I learned that I did not expect.

What genuinely excited me?

Focus on the work, people, challenge or environment - not simply that the interview went well.

What concerned me?

A concern is information to investigate, not automatically a reason to withdraw.

What is still unclear?

Write UNKNOWN rather than filling the gap with assumptions.

Capture it now

Memory becomes cleaner and more confident with time. Write down what was actually said before your brain turns impressions into facts.

01 | EVALUATE THE OPPORTUNITY

Compare what you learned to what you said you wanted.

A good interview can make you like the people. That is meaningful, but it is not the same as liking the job. Use your Career Move Worksheet or your own criteria as the baseline.

Decision factor	What I wanted	What I learned	Still need to know
Role mandate & scope			
Manager / leader			
Decision authority			
Team & culture			
Business problem			
Growth / advancement			
Company / market			
Location / travel / flexibility			
Compensation (if discussed)			
Stability / risk			
Family / life impact			

Decision lens

Does this opportunity move me toward what I said I wanted - or am I becoming attracted to something different because I liked the conversation?

02 | EVALUATE THE CONVERSATION

Separate interview performance from opportunity fit.

You can learn from how you interviewed without turning every pause or imperfect answer into evidence that you are not qualified. Focus on what would improve the next conversation and what the employer still needs to understand about you.

What examples did I communicate well?

Which stories clearly showed scope, ownership, decisions and results?

Where was I too vague or incomplete?

What did I know but fail to explain clearly?

What did they seem to care most about?

What did they probe, repeat or spend time on?

What do I want to clarify next time?

A better answer, missing example, misunderstood point or question I still need to address.

TRX perspective

Nervousness, pauses and imperfect polish are not the same thing as weak capability. Use the debrief to improve clarity - not to invent a verdict the interviewer has not given you.

03 | DECIDE THE NEXT STEP

Do I want to keep learning?

The next-step decision does not require you to know whether you would accept an eventual offer. It only requires enough interest and alignment to justify another conversation.

After this interview, I want to:

- | | |
|---|---|
| ☐ Continue | ☐ Withdraw |
| ☐ Continue only if I can clarify specific issues | ☐ I need time / more information before deciding |

What would I need to learn before the next step feels worthwhile?

What questions do I want answered next?

What should my recruiter know from this conversation?

Interest level, concerns, timing, competing processes, compensation or anything else that changes the process.

What changed my view of the opportunity?

Better, worse or simply different - and why?

One-sentence debrief

If someone asked, "What did you learn and do you want to continue?" what would you say?

Keep the decision in the right order

Learn enough to decide whether another conversation is worth your time. If an offer eventually arrives, use the Offer Decision Worksheet to evaluate the full opportunity.