

# English Interactive Communication

A rubric for scoring how well a candidate has a real, two-way conversation in English — the soft skill that grammar and fluency tests miss. Use it in technical interviews that require the candidate to also ask questions and discuss their reasoning.

## THE FOUR PARTS TO LISTEN FOR

01

### Initiating

Do they ask their own questions and bring up relevant points, or only answer yours?

02

### Responding & developing

Do they add to what you say and build the discussion, or give a short answer and stop?

03

### Turn-taking

Do they take turns naturally? Listen for long silences, or for interrupting before you finish.

04

### Repair & clarification

When something is unclear, do they check, say it again in different words, and recover?

## THE FIVE-BAND SCALE

| BAND | WHAT IT MEANS                     | WHAT YOU SEE IN THE CONVERSATION                                                                                                            |
|------|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| 5    | <b>Leads the conversation</b>     | Asks questions, brings up relevant points, and takes the discussion further. Needs no help from you, and is comfortable in many situations. |
| 4    | <b>Communicates well</b>          | Generally adds to the discussion and takes it further. Rarely needs your help to continue the conversation.                                 |
| 3    | <b>Takes part, with some help</b> | Joins in actively but waits for you to lead. Needs some help in places, and recovers when something is unclear.                             |
| 2    | <b>Needs your support</b>         | Needs your help to keep going, and you often have to guide the conversation. Recovers only a little when communication breaks down.         |
| 1    | <b>Very limited</b>               | Needs your help all the way through. Misunderstands questions and gives only short answers.                                                 |

## HOW TO USE IT

- 1 Create a two-way moment.** Ask the candidate to explain their reasoning, describe how they would solve a problem, or handle a short role-play — anything that needs a real two-way conversation, not a rehearsed answer. A few minutes is enough.
- 2 Notice the four parts.** Ignore small grammar mistakes for a moment. Watch how they initiate, respond and develop, take turns, and repair.
- 3 Score on the five-band scale.** Mark it right after, while you still remember the conversation. Use the same scale for every candidate so the scores compare fairly.