

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · APPLIANCE REPAIR TECHNICIAN

1	What experience do you have repairing appliances?	1 2 3 4 5	
2	Do you have any formal training in appliance repair?	1 2 3 4 5	
3	Can you provide references from previous clients?	1 2 3 4 5	
4	What type of repairs are you comfortable with?	1 2 3 4 5	
5	How would you approach a problem with an appliance?	1 2 3 4 5	
6	Have you ever had to repair an Appliance that was out of warranty?	1 2 3 4 5	
7	Can you provide me with a list of references?	1 2 3 4 5	
8	Have you ever worked on a specific brand of an appliance before?	1 2 3 4 5	
9	What type of tools or equipment do you need to do the job?	1 2 3 4 5	
10	Are you comfortable working with electronics?	1 2 3 4 5	
11	How would you go about diagnosing and repairing an appliance?	1 2 3 4 5	
12	Do you have any problem working overtime or on weekends if needed?	1 2 3 4 5	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	1 2 3 4 5	
Prior Work Experience Skills or qualifications acquired through past work.	1 2 3 4 5	
Qualifications / Experience The technical skills the position actually needs.	1 2 3 4 5	
Problem Solving Abilities Demonstrated critical problem-solving.	1 2 3 4 5	
Communication Team building and communication skills.	1 2 3 4 5	
Organizational Fit Would this hire steer the organization the right way?	1 2 3 4 5	

CRITERIA

SCORE (1-5) NOTES

Directional Fit

A step forward, or backward, in their career?

1 2 3 4 5

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.