

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ARBORIST

1	What experience do you have with tree pruning, trimming, and removal?	12345	
2	How would you evaluate the health of a tree?	12345	
3	Can you explain your process for assessing trees for risk assessment?	12345	
4	Talk about your experience in advising clients on how to care for their trees.	12345	
5	Do you have any certifications or professional licenses related to arborist work?	12345	
6	Are there any areas of the field that are particularly interesting to you right now?	12345	
7	How familiar are you with using safety equipment?	12345	
8	Have you ever faced any challenging situations while working as an Arborist?	12345	
9	Do you have any experience in tree pruning and shaping?	12345	
10	Are there any tree diseases that you're knowledgeable about?	12345	
11	Can you explain to me the process of treating sick trees or shrubs?	12345	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	12345	
Prior Work Experience Skills or qualifications acquired through past work.	12345	
Qualifications / Experience The technical skills the position actually needs.	12345	
Problem Solving Abilities Demonstrated critical problem-solving.	12345	
Communication Team building and communication skills.	12345	
Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

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.