

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ASSOCIATE DENTIST

1	What experience do you have in the field of dentistry?	1 2 3 4 5	
2	What challenges have you faced when working with patients?	1 2 3 4 5	
3	How would you handle a patient who refuses to comply with treatment plans?	1 2 3 4 5	
4	Do you adhere to all current compliance regulations?	1 2 3 4 5	
5	When was the last time that you attended continuing education courses or seminars related to dentistry?	1 2 3 4 5	
6	Describe your experience in dealing with insurance companies and billing.	1 2 3 4 5	
7	How would you handle a difficult patient situation?	1 2 3 4 5	
8	What measures do you take to ensure patient safety and comfort?	1 2 3 4 5	
9	Are you familiar with the latest dental technologies and techniques?	1 2 3 4 5	
10	How comfortable are you with performing root canals and other restorative treatments?	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	
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.