

| CANDIDATE | INTERVIEWER | DATE | STAGE |
|-----------|-------------|------|-------|
|-----------|-------------|------|-------|

INTERVIEW QUESTIONS · ASSOCIATE PRODUCT MANAGER

|    |                                                                                                              |       |  |
|----|--------------------------------------------------------------------------------------------------------------|-------|--|
| 1  | What is your experience with product management?                                                             | 12345 |  |
| 2  | Describe a time when you had to manage a project from beginning to end.                                      | 12345 |  |
| 3  | Tell me about a time when you had to deal with a difficult customer or client.                               | 12345 |  |
| 4  | What do you think are the key skills for success as an Associate Product Manager?                            | 12345 |  |
| 5  | What do you know about our company and our products?                                                         | 12345 |  |
| 6  | Describe how you would handle a situation where you were given limited resources and time constraints.       | 12345 |  |
| 7  | Can you describe a time when you identified an issue with a product and what actions you took to resolve it? | 12345 |  |
| 8  | What interests you in the role of Associate Product Manager?                                                 | 12345 |  |
| 9  | Can you tell me about a time when you had to create a presentation on a new product or feature?              | 12345 |  |
| 10 | Describe how you would go about researching customer feedback for a product.                                 | 12345 |  |

OVERALL ASSESSMENT

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

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.