avaHR

Athletic Trainer Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · ATHLETIC TRAINER

1	What experience do you have working with athletes?	① ② ③ ④ ⑤	
2	What qualifications do you have to be an Athletic Trainer?	① ② ③ ④ ⑤	
3	Have you ever had a severe injury while working with athletes?	① ② ③ ④ ⑤	
4	How would you work with our coaching staff to create a conditioning program for our athletes?	① ② ③ ④ ⑤	
5	What do you think is the most critical aspect of your job?	① ② ③ ④ ⑤	
6	How long have you been practicing as an Athletic Trainer?	① ② ③ ④ ⑤	
7	Do you have experience working with athletes of all ages?	① ② ③ ④ ⑤	
8	Do you have any particular areas of focus or specialization in Athletic Training?	① ② ③ ④ ⑤	
9	What is your philosophy on the treatment and prevention of injuries?	① ② ③ ④ ⑤	
10	How would you create a conditioning program for our athletes?	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.