

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · BANKER

1	What experience do you have in the banking industry?	12345	
2	Tell me about a time when you had to manage a difficult financial situation.	12345	
3	Can you tell me about your customer service experience?	12345	
4	Describe a time when you had to negotiate with another business.	12345	
5	Can you tell me about a time when you had to analyze and present complex financial data?	12345	
6	What personal qualities do you have that would make you successful in this role?	12345	
7	Can you give me an example of a time when you had to deal with a difficult customer?	12345	
8	Describe a time when you had to go above and beyond for a customer.	12345	
9	Tell me about a time when you had to handle a large volume of work.	12345	
10	Can you tell me about a time when you had to meet a tight deadline?	12345	
11	What computer skills do you have that will help you in this role?	12345	
12	Can you tell me about a time when you had to use your analytical skills?	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	

CRITERIA	SCORE (1-5)	NOTES
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.