

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · BEHAVIOR THERAPIST

1	What experience do you have working as a Behavior Therapist?	1 2 3 4 5	
2	How would you create a therapeutic environment and respond to difficult situations?	1 2 3 4 5	
3	Describe your approach to behavior management.	1 2 3 4 5	
4	How comfortable are you using positive reinforcement strategies in therapy?	1 2 3 4 5	
5	Do you have any experience implementing Applied Behavior Analysis (ABA) protocols?	1 2 3 4 5	
6	Tell us about a time when faced an ethical dilemma related to patient care or confidentiality.	1 2 3 4 5	
7	What steps do you take to stay up to date on the latest treatments and approaches?	1 2 3 4 5	
8	How would you document the progress and outcomes of therapy sessions?	1 2 3 4 5	
9	Do you have any experience with crisis intervention strategies or emergency procedures?	1 2 3 4 5	
10	How would you explain complicated psychological concepts to clients in a way they can understand?	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	

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.