

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CAREGIVER

1	Are you comfortable working with elderly or disabled patients?	12345	
2	Do you know how to use a Nebulizer machine?	12345	
3	Are you comfortable working overnight shifts?	12345	
4	Do you have any experience in hospice care?	12345	
5	Do you have CPR certification?	12345	
6	What are your thoughts on taking care of a patient with dementia?	12345	
7	How do you deal with difficult behaviors from patients?	12345	
8	What would you do if a patient refused to take their medication?	12345	
9	How do you handle emotional stress?	12345	
10	What is your policy on overtime hours?	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	
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.