

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

INTERVIEW QUESTIONS · CARPENTER INSTALLER

|    |                                                                                                                                            |       |  |
|----|--------------------------------------------------------------------------------------------------------------------------------------------|-------|--|
| 1  | What carpentry tools and equipment are you familiar with using?                                                                            | 12345 |  |
| 2  | Can you read and interpret blueprint drawings?                                                                                             | 12345 |  |
| 3  | What type of materials do you feel most comfortable working with?                                                                          | 12345 |  |
| 4  | Have you ever had to work on a project that was rushed or deadline-driven? How did you handle the situation?                               | 12345 |  |
| 5  | Do you have any experience installing specific types of carpentry products or materials, such as windows, doors, cabinets, or countertops? | 12345 |  |
| 6  | Do you have any experience working in a commercial or industrial setting?                                                                  | 12345 |  |
| 7  | What do you feel is the most important aspect of a successful installation job?                                                            | 12345 |  |
| 8  | What safety precautions do you take when working with carpentry tools and equipment?                                                       | 12345 |  |
| 9  | Have you ever had to deal with a difficult customer or project manager? How did you handle the situation?                                  | 12345 |  |
| 10 | Are you comfortable working on both small and large projects?                                                                              | 12345 |  |
| 11 | Do you have a valid driver's license and own transportation?                                                                               | 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.