

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CARPENTER

1	What experience do you have in carpentry?	1 2 3 4 5	
2	What type of carpentry work are you most interested in?	1 2 3 4 5	
3	What safety precautions do you take when working with tools?	1 2 3 4 5	
4	Have you ever had to fix a mistake during a project? If so, how did you do it?	1 2 3 4 5	
5	Have you ever worked with hand tools or power tools? If so, which ones?	1 2 3 4 5	
6	Do you have any experience working with blueprints or other drawings?	1 2 3 4 5	
7	What is your experience in measuring and cutting lumber?	1 2 3 4 5	
8	Can you tell me about a time when you had to use creativity to solve a problem?	1 2 3 4 5	
9	What do you think are the most important qualities for a successful carpenter?	1 2 3 4 5	
10	What type of carpentry do you specialize in?	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.