

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CONSTRUCTION MANAGER

1	What projects have you built in the past?	12345	
2	How do you prioritize tasks?	12345	
3	Which project management tools are you familiar with?	12345	
4	What steps would you take in planning a construction project from scratch?	12345	
5	How do you perform quality and safety control?	12345	
6	How do you motivate workers to perform tasks accurately and on time within deadlines and budget limitations?	12345	
7	What would you do if a project is falling behind schedule or exceeding the budget?	12345	
8	How would you handle conflicts between team members and potential disagreements with your plans?	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.