

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CONSTRUCTION WORKER

1	What experience do you have in the construction industry?	12345	
2	Are you familiar with reading blueprints and plans?	12345	
3	What safety protocols have you implemented on-site?	12345	
4	Do you have any experience operating heavy machinery?	12345	
5	How well can you work as part of a team or independently?	12345	
6	Do you understand building codes and regulations for the area where we operate?	12345	
7	Can you handle working in all weather conditions?	12345	
8	Are you familiar with OSHA regulations, and do you have experience in creating safe worksites?	12345	
9	What techniques do you use to ensure the most efficient workflow on site?	12345	
10	How do you plan ahead for potential construction problems?	12345	
11	What methods do you use to resolve disputes between team members?	12345	
12	Are you familiar with the latest construction technologies and trends?	12345	
13	Can you provide references from past employers in the construction industry?	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	

CRITERIA	SCORE (1-5)	NOTES
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.