

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

INTERVIEW QUESTIONS · CONSULTANT

|    |                                                                                   |       |  |
|----|-----------------------------------------------------------------------------------|-------|--|
| 1  | What is your strategy for handling difficult clients/situations?                  | 12345 |  |
| 2  | What are your skills and strengths?                                               | 12345 |  |
| 3  | What makes you unique compared to other candidates?                               | 12345 |  |
| 4  | Can you share a project that you spearheaded?                                     | 12345 |  |
| 5  | How would you approach a problem we're facing?                                    | 12345 |  |
| 6  | Have you ever had to fire someone? Why?                                           | 12345 |  |
| 7  | What experience do you have in the role of consultant?                            | 12345 |  |
| 8  | What was the most difficult client interaction that you ever had as a consultant? | 12345 |  |
| 9  | Describe your work style.                                                         | 12345 |  |
| 10 | How do you handle stress while working?                                           | 12345 |  |
| 11 | Tell me about a time when you had to give critical feedback to a colleague.       | 12345 |  |
| 12 | Tell me about a time when you had to go above and beyond for a client.            | 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.