

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DELIVERY DRIVER

1	What is your driving record?	12345	
2	Do you have a valid driver's license?	12345	
3	Can you provide proof of insurance?	12345	
4	Are you comfortable working long hours?	12345	
5	What is your experience driving in busy cities?	12345	
6	Have you ever delivered food or packages before?	12345	
7	How would you handle stressful or difficult situations while on the road?	12345	
8	What would you do if you got lost while delivering a package?	12345	
9	How well do you handle customer service interactions?	12345	
10	What is your experience with using GPS or navigation apps?	12345	
11	Are you comfortable lifting heavy boxes and packages?	12345	
12	Do you have any medical conditions that could affect your ability to drive?	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	

CRITERIA	SCORE (1-5)	NOTES
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.