

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DENTAL ASSISTANT

1	What experience do you have working as a dental assistant?	1 2 3 4 5	
2	Do you have any certification or training in dental assisting?	1 2 3 4 5	
3	How would you handle if a patient was nervous or scared?	1 2 3 4 5	
4	What is your understanding of patient confidentiality?	1 2 3 4 5	
5	What are your strengths and weaknesses?	1 2 3 4 5	
6	Tell me about a time when you had to go above and beyond for a patient	1 2 3 4 5	
7	Can you describe your experience working with patients?	1 2 3 4 5	
8	Can you tell me about a time when you had to deal with a difficult patient situation?	1 2 3 4 5	
9	Tell me about your knowledge of oral health and hygiene.	1 2 3 4 5	
10	What do you think are the most important qualities for a successful dental assistant?	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.