

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · DIRECT SUPPORT PROFESSIONAL

1	How much experience do you have working with individuals with disabilities?	1 2 3 4 5	
2	What kind of support are you comfortable providing?	1 2 3 4 5	
3	What is your availability?	1 2 3 4 5	
4	Would you be willing to provide a list of references?	1 2 3 4 5	
5	Would you be able to work overtime if needed?	1 2 3 4 5	
6	Are you comfortable working with people who have behaviors that may be considered challenging?	1 2 3 4 5	
7	What are your thoughts on using physical restraints?	1 2 3 4 5	
8	What methods do you use to manage challenging behaviors?	1 2 3 4 5	
9	How do you deal with crisis situations?	1 2 3 4 5	
10	Tell me about a time when you had to go above and beyond your job duties.	1 2 3 4 5	
11	What type of support do you feel is necessary for someone with a disability?	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.