avaHR

Driver Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · DRIVER

1	What is your driving experience?	① ② ③ ④ ⑤	
2	Have you ever been in an accident while driving?	① ② ③ ④ ⑤	
3	Do you have a valid driver's license?	① ② ③ ④ ⑤	
4	Are you comfortable transporting cargo?	① ② ③ ④ ⑤	
5	What is your experience with different types of vehicles?	① ② ③ ④ ⑤	
6	Do you have a clean driving record?	① ② ③ ④ ⑤	
7	Can you pass a background check?	① ② ③ ④ ⑤	
8	Can you provide references from previous employers?	① ② ③ ④ ⑤	
9	What type of vehicle are you most comfortable driving?	① ② ③ ④ ⑤	
10	Do you have any medical conditions that would prevent you from driving?	① ② ③ ④ ⑤	
11	Do you take medication that could affect your ability to drive?	① ② ③ ④ ⑤	
12	Are you comfortable working long hours?	① ② ③ ④ ⑤	
13	Will you be able to work weekends?	① ② ③ ④ ⑤	
14	What is your availability during the holidays?	① ② ③ ④ ⑤	
15	How do you feel about being on call?	① ② ③ ④ ⑤	
16	Would you be willing to work overtime if needed?	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	

CRITERIA	SCORE (1–5)	NOTES
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.