

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · FINANCIAL ADVISOR

1	Can you provide examples of projects you have led or been a part of?	1 2 3 4 5	
2	What is your investment philosophy?	1 2 3 4 5	
3	How do you feel about risk management?	1 2 3 4 5	
4	Have you ever encountered any difficult situations while working with clients? If so, how did you handle them?	1 2 3 4 5	
5	What do you think is the most important trait for a successful financial advisor?	1 2 3 4 5	
6	What do you believe are the biggest challenges facing the financial industry today?	1 2 3 4 5	
7	Have you ever provided financial planning services to a business client?	1 2 3 4 5	
8	Can you provide an example of a time when you had to manage and mitigate risk?	1 2 3 4 5	
9	What is your investment philosophy?	1 2 3 4 5	
10	Can you describe your experience with budgeting and forecasting?	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.