

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · FITTER

1	What do you know about the assembly process?	1 2 3 4 5	
2	Why are you interested in this position?	1 2 3 4 5	
3	What experience do you have fitting parts?	1 2 3 4 5	
4	What tools and equipment are you familiar with using?	1 2 3 4 5	
5	Have you had any formal training in fitting?	1 2 3 4 5	
6	Can you give me an example of a time when you faced a difficult challenge while fitting parts and how you resolved it?	1 2 3 4 5	
7	What do you think are the most important skills for a Fitter to possess?	1 2 3 4 5	
8	What motivates you to do your best work?	1 2 3 4 5	
9	What challenges have you faced in your previous roles?	1 2 3 4 5	
10	Have you ever worked with heavy equipment in a large assembly line?	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.