

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · LAB ASSISTANT

1	What experience do you have working in a laboratory setting?	1 2 3 4 5	
2	What would you consider your strongest skill set when working as a Lab Assistant?	1 2 3 4 5	
3	Tell me about a time when you went above and beyond what was expected of you in a previous position.	1 2 3 4 5	
4	Have you ever encountered any difficult challenges while working as a Lab Assistant? If so, how did you address them?	1 2 3 4 5	
5	What do you feel is the most important aspect of a successful Lab Assistant?	1 2 3 4 5	
6	What type of laboratory equipment are you familiar with?	1 2 3 4 5	
7	Describe the duties of your previous laboratory position.	1 2 3 4 5	
8	Are you comfortable working long hours, if necessary?	1 2 3 4 5	
9	What would you do if you made a mistake while performing an experiment?	1 2 3 4 5	
10	How do you handle pressure or tight deadlines?	1 2 3 4 5	
11	What motivates you to work hard?	1 2 3 4 5	
12	How would you describe your work ethic?	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	

CRITERIA	SCORE (1-5)	NOTES
Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

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.