

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · LAWYER

1	What is your experience with coding languages?	12345	
2	What is the most important thing you learned as a lawyer?	12345	
3	Have you ever handled a case that went to trial?	12345	
4	Tell me about a time when you had to negotiate with another party.	12345	
5	What do you think makes a great lawyer?	12345	
6	How do you stay up-to-date on changes in the law?	12345	
7	What do you think is the biggest challenge facing lawyers today?	12345	
8	What inspired you to become a lawyer?	12345	
9	What do you think sets your law firm apart from others?	12345	
10	What do you think are the most important qualities for a successful lawyer?	12345	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	12345	
Prior Work Experience Skills or qualifications acquired through past work.	12345	
Qualifications / Experience The technical skills the position actually needs.	12345	
Problem Solving Abilities Demonstrated critical problem-solving.	12345	
Communication Team building and communication skills.	12345	
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.