

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · MENTAL HEALTH TECHNICIAN

1	What experience do you have working as a Mental Health Technician?	1 2 3 4 5	
2	Describe your approach to providing mental health support.	1 2 3 4 5	
3	How do you handle stressful situations while working with clients?	1 2 3 4 5	
4	Tell us about a difficult situation that arose when working with mentally ill patients and how did you handle it?	1 2 3 4 5	
5	What techniques have you used to work through disagreements or disputes between yourself and clients/patients?	1 2 3 4 5	
6	In what ways could technology be employed to improve the delivery of mental health services?	1 2 3 4 5	
7	What do you think are the most important qualities for a Mental Health Technician to possess?	1 2 3 4 5	
8	How do you ensure confidentiality and privacy when working with clients?	1 2 3 4 5	
9	Describe how you would address mental health issues in an ethical and professional way.	1 2 3 4 5	
10	How have you incorporated creative problem-solving techniques into your work as a Mental Health Technician?	1 2 3 4 5	
11	What strategies do you use to help people dealing with mental health issues?	1 2 3 4 5	
12	How would you apply your knowledge and skills to collaborate with other professionals working in the field of mental health?	1 2 3 4 5	
13	What do you think should be included in an effective treatment plan for a client dealing with mental health issues?	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.