

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · MOVER

1	What experience do you have as a Mover?	1 2 3 4 5	
2	How would you manage multiple moving projects at the same time?	1 2 3 4 5	
3	Have you ever damaged any items while in transit or on the job site?	1 2 3 4 5	
4	Are there any challenges that may arise with our move that you are prepared to handle?	1 2 3 4 5	
5	Do you have your own truck and equipment, or will we need to provide those resources for the project?	1 2 3 4 5	
6	Are there safety protocols that should be followed when packing and loading materials into a vehicle for transport?	1 2 3 4 5	
7	What would you do if something unexpected happened during the move?	1 2 3 4 5	
8	How much notice do you need to be provided for a moving job?	1 2 3 4 5	
9	Have you ever worked on a project that required special packing or handling procedures?	1 2 3 4 5	
10	Are there any additional services that you can offer, such as furniture assembly or disassembly?	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	

CRITERIA

SCORE (1-5) NOTES

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.