

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · OCCUPATIONAL THERAPIST

1	What qualifications and experience do you have as an Occupational Therapist?	12345	
2	What strategies do you use to build strong relationships with patients?	12345	
3	How would you handle a challenging patient situation?	12345	
4	Describe your approach to providing guidance and support to patients.	12345	
5	What techniques do you use when assessing patient needs?	12345	
6	Do you have any experience in specialized areas such as geriatrics, pediatrics, or mental health?	12345	
7	Describe your experience in developing and implementing occupational therapy treatment plans.	12345	
8	How do you stay current on evolving technologies, practices, and treatments in the industry?	12345	
9	What techniques do you use to motivate patients to reach their highest level of functioning?	12345	
10	Do you have any experience working with other professionals such as physical therapists, speech therapists, or social workers?	12345	
11	What strategies do you use to help patients achieve their goals and objectives?	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	

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.