

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · OPHTHALMOLOGIST

1	How many years of experience do you have as an Ophthalmologist?	12345	
2	What is your approach to treatment?	12345	
3	Have you ever had a patient refuse treatment?	12345	
4	What are the challenges of your job?	12345	
5	What is the most rewarding aspect of your job?	12345	
6	Why did you choose to become an Ophthalmologist?	12345	
7	What are the most important qualities for a successful Ophthalmologist?	12345	
8	What inspired you to become an ophthalmologist?	12345	
9	What do you think sets ophthalmology apart from other medical fields?	12345	
10	What are the most common eye conditions that you treat?	12345	
11	How do you diagnose an eye condition?	12345	
12	Once a diagnosis is made, how do you determine the best course of treatment?	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	

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.