

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · OPTICIAN

1	What experience do you have in the optician field?	1 2 3 4 5	
2	How would you go about helping a customer choose the right pair of glasses?	1 2 3 4 5	
3	What do you think is the most important aspect of being an optician?	1 2 3 4 5	
4	What do you think sets your optician business apart from others?	1 2 3 4 5	
5	What are your future goals for the optician field?	1 2 3 4 5	
6	How did you get interested in optician work?	1 2 3 4 5	
7	What do you think are the biggest challenges facing opticians today?	1 2 3 4 5	
8	What do you think are the biggest opportunities for opticians in the future?	1 2 3 4 5	
9	What advice would you have for someone who is considering a career in optician work?	1 2 3 4 5	
10	What do you think are the most important things that opticians should know about their patients?	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	
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.