

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · OPTOMETRIST

1	What experience do you have providing optometry services?	1 2 3 4 5	
2	How familiar are you with the latest technology in optometry?	1 2 3 4 5	
3	Do you have any certifications or extra training in optometry?	1 2 3 4 5	
4	What strategies do you use for educating patients on their eye care needs?	1 2 3 4 5	
5	How would you handle a situation where a patient is resistant to treatment recommendations that are necessary for their health?	1 2 3 4 5	
6	What techniques do you use when diagnosing vision problems and diseases of the eye?	1 2 3 4 5	
7	What challenges have you faced in the past when dealing with patients and how did you overcome them?	1 2 3 4 5	
8	Do you have any experience working with special needs patients or populations?	1 2 3 4 5	
9	How would you handle a situation where a patient expresses concerns about their optometry healthcare costs?	1 2 3 4 5	
10	What methods do you use to keep up to date with the latest developments in optometry?	1 2 3 4 5	
11	What do you believe are the most important qualities of an effective optometrist?	1 2 3 4 5	
12	How would you handle a situation where a patient is unhappy with their prescribed eye care plan or treatment results?	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	

CRITERIA	SCORE (1-5)	NOTES
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.