

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ORAL SURGEON

1	What experience do you have in oral surgery?	1 2 3 4 5	
2	What are the most common procedures and surgeries that you perform?	1 2 3 4 5	
3	Do you have any specialized areas in which you specialize in oral surgery?	1 2 3 4 5	
4	Are there any certifications or specializations that differentiate your practice from others?	1 2 3 4 5	
5	How comfortable are you working with children as patients?	1 2 3 4 5	
6	Describe a difficult case that required extra care, thought, and consideration.	1 2 3 4 5	
7	What measures do you take to ensure patient safety and comfort during treatment/surgery sessions?	1 2 3 4 5	
8	What do you feel are the most important elements when providing a successful surgical procedure?	1 2 3 4 5	
9	How do you manage difficult patients or situations, especially if they become agitated or anxious?	1 2 3 4 5	
10	Describe any research or studies that you have conducted related to the field of oral surgery.	1 2 3 4 5	
11	How do you stay up to date on the latest developments and advancements in your profession?	1 2 3 4 5	
12	Are there any new equipment or technological advances that you are excited about exploring for future use?	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.	12345	
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.