

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · OVERNIGHT STOCKER

1	What experience do you have working an overnight shift?	12345	
2	How comfortable are you with lifting and carrying heavy items?	12345	
3	What safety protocols do you follow in a warehouse environment?	12345	
4	Have you ever worked in a fast-paced, deadline-driven work environment before?	12345	
5	Tell me about your ability to work alone for long periods.	12345	
6	Are you familiar with the use of a handheld inventory scanner?	12345	
7	What is your experience with inventory stocking and replenishing?	12345	
8	Have you ever operated a forklift or pallet jack before?	12345	
9	How do you manage time to ensure all tasks are completed within a specific timeframe?	12345	
10	Are you comfortable working in an environment with fluctuating temperatures?	12345	
11	Do you have experience troubleshooting problems related to products, packaging, and labeling?	12345	
12	Are you able to work independently or as part of a team?	12345	
13	How do you handle challenging situations in the workplace?	12345	
14	What strategies do you use to stay organized and motivated throughout your shift?	12345	
15	How have you managed customer complaints in the past?	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	

CRITERIA	SCORE (1-5)	NOTES
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.