avaHR

Package Handler Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · PACKAGE HANDLER

1	Tell me about your experience as a package handler.	① ② ③ ④ ⑤	
2	How would you prioritize tasks in a busy work environment?	① ② ③ ④ ⑤	
3	What challenges have you faced while working as a package handler?	① ② ③ ④ ⑤	
4	What strategies would you use to ensure packages are loaded correctly onto trucks or other delivery vehicles?	① ② ③ ④ ⑤	
5	Are there any particular safety protocols that need to be followed while handling packages?	① ② ③ ④ ⑤	
6	Are you familiar with the use of scanners and other types of equipment used for tracking packages?	① ② ③ ④ ⑤	
7	What would you do if a package was damaged during transit?	① ② ③ ④ ⑤	
8	How do you manage stress and fatigue while performing your duties as a package handler?	① ② ③ ④ ⑤	
9	Describe how you would handle difficult or heavy packages.	① ② ③ ④ ⑤	
10	Are there any particular organizational skills that have helped you succeed in the role of Package Handler?	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	

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.