

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PHARMACIST

1	What are the most important qualities of a Pharmacist?	1 2 3 4 5	
2	How would you handle difficult situations while working as a Pharmacist?	1 2 3 4 5	
3	What do you like most about being a Pharmacist?	1 2 3 4 5	
4	What do you think are the challenges of being a Pharmacist?	1 2 3 4 5	
5	What pharmacy software are you familiar with using?	1 2 3 4 5	
6	How would you handle a customer complaint?	1 2 3 4 5	
7	What is your experience with compounding medications?	1 2 3 4 5	
8	Do you have experience working in a retail setting?	1 2 3 4 5	
9	Describe your experience with medications and pharmacy procedures.	1 2 3 4 5	
10	What would be your ideal working environment?	1 2 3 4 5	
11	Are you comfortable working long hours, on-call, or overnight shifts?	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.