

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PHARMACY TECHNICIAN

1	What experience do you have in preparing and dispensing medication?	1 2 3 4 5	
2	What was the most challenging aspect of your previous job as a Pharmacy Technician?	1 2 3 4 5	
3	Can you tell me about the training you received to become a Pharmacy Technician?	1 2 3 4 5	
4	How comfortable are you preparing and dispensing medication?	1 2 3 4 5	
5	Can you tell me about a time when you had to deal with a difficult situation in the pharmacy?	1 2 3 4 5	
6	Tell me about your experience stocking shelves and cleaning the pharmacy.	1 2 3 4 5	
7	What type of pharmacy do you prefer? Retail, hospital, or compounding?	1 2 3 4 5	
8	What medications are you familiar with and able to dispense?	1 2 3 4 5	
9	How would you handle it if I gave you a prescription to fill, and you were unsure of how to do it?	1 2 3 4 5	
10	What do you think are the most important qualities for a successful pharmacy technician?	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.