

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PHLEBOTOMIST

1	How much experience do you have working as a Phlebotomist?	1 2 3 4 5	
2	Have you ever worked in a hospital setting?	1 2 3 4 5	
3	Have you ever had difficulty drawing blood?	1 2 3 4 5	
4	Do you have experience working with pediatric patients?	1 2 3 4 5	
5	What is your preferred method of communication with patients?	1 2 3 4 5	
6	What is your favorite thing about being a Phlebotomist?	1 2 3 4 5	
7	What was the most challenging thing about your last job as a Phlebotomist?	1 2 3 4 5	
8	Do you have any experience with venipuncture?	1 2 3 4 5	
9	How do you handle difficult patients?	1 2 3 4 5	
10	Do you have any experience with special needs populations?	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.