

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PHYSICAL THERAPY AIDE

1	What experience do you have in the physical therapy field?	1 2 3 4 5	
2	What patient populations have you worked with in the past?	1 2 3 4 5	
3	How did you become interested in physical therapy?	1 2 3 4 5	
4	What are your goals for a career in physical therapy?	1 2 3 4 5	
5	What are your thoughts on the rehabilitation process?	1 2 3 4 5	
6	How do you deal with complex patients?	1 2 3 4 5	
7	What are your thoughts on teamwork in the physical therapy field?	1 2 3 4 5	
8	How do you deal with stress in the workplace?	1 2 3 4 5	
9	What are the essential qualities of a successful Physical Therapy Aide?	1 2 3 4 5	
10	How would you describe your work style?	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.