

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PHYSICAL THERAPY ASSISTANT

1	What experience do you have as a Physical Therapy Assistant?	1 2 3 4 5	
2	How would you describe your approach to patient care?	1 2 3 4 5	
3	What are the key responsibilities of a Physical Therapy Assistant that interest you?	1 2 3 4 5	
4	Describe how you handle difficult conversations with patients.	1 2 3 4 5	
5	Tell me about an experience in which you provided excellent patient care.	1 2 3 4 5	
6	How do your communication and organizational skills help support physical therapy services?	1 2 3 4 5	
7	How do you stay current with new physical therapy techniques?	1 2 3 4 5	
8	What challenges have you faced in your previous positions as a Physical Therapy Assistant?	1 2 3 4 5	
9	Describe the most successful project that you completed as a Physical Therapy Assistant.	1 2 3 4 5	
10	How would you handle working with difficult or challenging co-workers?	1 2 3 4 5	
11	What strategies do you have in place to enforce physical therapy protocols and standards?	1 2 3 4 5	
12	How do you handle working with emotionally overwhelmed or stressed patients?	1 2 3 4 5	
13	Describe a time when you had to manage multiple tasks simultaneously.	1 2 3 4 5	
14	What experience do you have working with other healthcare professionals?	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	

CRITERIA	SCORE (1-5)	NOTES
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.