

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PHYSICIAN ASSISTANT

1	What are your areas of expertise?	1 2 3 4 5	
2	Why are you interested in this position?	1 2 3 4 5	
3	How would you describe yourself as a physician assistant?	1 2 3 4 5	
4	What do you feel are the most important qualities for a physician assistant?	1 2 3 4 5	
5	What do you feel are the biggest challenges facing physician assistants?	1 2 3 4 5	
6	What do you see as the future of the physician assistant profession?	1 2 3 4 5	
7	Can you describe your typical workday?	1 2 3 4 5	
8	What challenges have you faced in your career as a Physician Assistant?	1 2 3 4 5	
9	How did you handle those challenges?	1 2 3 4 5	
10	Are you comfortable working long hours?	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.