

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PLUMBING INSTALLER

1	What experience do you have installing plumbing systems?	12345	
2	How would you go about repairing a leaky faucet?	12345	
3	What type of piping do you prefer to work with most?	12345	
4	What is your favorite plumbing project that you've worked on?	12345	
5	What experience do you have in plumbing installation?	12345	
6	Can you give me an example of a time when you had to solve a difficult plumbing problem?	12345	
7	What is your approach to solving plumbing problems?	12345	
8	Are you comfortable working on your own, or do you prefer to work with a team?	12345	
9	What hours are you available to work?	12345	
10	Do you have any availability restrictions, such as vacations or holidays?	12345	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	12345	
Prior Work Experience Skills or qualifications acquired through past work.	12345	
Qualifications / Experience The technical skills the position actually needs.	12345	
Problem Solving Abilities Demonstrated critical problem-solving.	12345	
Communication Team building and communication skills.	12345	
Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

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.