

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · RESPIRATORY THERAPIST

1	What are the duties of a Respiratory Therapist?	12345	
2	What is the most important thing you've learned as a Respiratory Therapist?	12345	
3	How has your experience as a Respiratory Therapist prepared you for this job?	12345	
4	What do you find most challenging in this role?	12345	
5	How do you stay motivated in this role?	12345	
6	What are your goals for the future as a Respiratory Therapist?	12345	
7	How would you go about helping a patient with a breathing problem?	12345	
8	Tell me about a time when you had to manage a difficult situation with a patient.	12345	
9	What qualities do you think are important in a Respiratory Therapist?	12345	
10	How would you deal with a patient who is refusing treatment?	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.