

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · SPEECH PATHOLOGIST

1	Have you ever worked in a hospital setting?	1 2 3 4 5	
2	What type of therapy do you specialize in?	1 2 3 4 5	
3	Do you have any experience working with children?	1 2 3 4 5	
4	What experience do you have working with patients?	1 2 3 4 5	
5	What treatments do you specialize in?	1 2 3 4 5	
6	How would you go about diagnosing a speech disorder?	1 2 3 4 5	
7	What are the benefits of working with a Speech Pathologist?	1 2 3 4 5	
8	How do you approach treatment?	1 2 3 4 5	
9	What are some everyday speech disorders that you treat?	1 2 3 4 5	
10	How do you manage your caseload?	1 2 3 4 5	
11	What type of therapy do you prefer (i.e., phonology, fluency)?	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.