

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · TRUCK DRIVER

1	What is your driving record?	12345	
2	Have you ever been involved in an accident while driving?	12345	
3	Do you have any experience driving a truck?	12345	
4	What is the longest distance you have ever driven?	12345	
5	Are you comfortable making overnight trips?	12345	
6	Do you have any experience with mechanical repairs?	12345	
7	What do you do if you have a flat tire?	12345	
8	How do you check the oil in the truck?	12345	
9	What is the best way to avoid an accident?	12345	
10	What are some of the most common traffic violations?	12345	
11	What routes have you driven in the past?	12345	
12	Do you have any experience hauling freight?	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	

CRITERIA	SCORE (1-5)	NOTES
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.