

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · WELLNESS COORDINATOR

1	Can you describe a wellness program you've designed in the past? How did you tailor it to meet the specific needs of that audience?	12345	
2	How do you evaluate the effectiveness of a wellness program and measure its impact on employee health and morale?	12345	
3	Could you give an example of a challenge you faced while implementing a wellness initiative and how you overcame it?	12345	
4	How do you stay informed about the latest trends and research in health and wellness?	12345	
5	What is the most critical aspect of promoting a health and wellness culture within a company?	12345	
6	Can you discuss when you had to adapt a wellness program based on feedback or results? How did you approach this adjustment?	12345	
7	How do you engage employees who might be skeptical or hesitant to participate in wellness activities?	12345	
8	What strategies do you use to ensure a diverse range of wellness programs that cater to various aspects of health, such as physical, mental, and emotional well-being?	12345	
9	How do you balance innovating new programs while maintaining the core successful activities within the wellness initiatives?	12345	
10	Can you share your experience with using technology or digital tools to enhance or manage wellness programs?	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	

CRITERIA	SCORE (1-5)	NOTES
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.