Residential electrician

Interview scorecard

CANDIDATE

INTERVIEWER AND DATE

COMPANY AND OPENING

Record the person's own work and the evidence behind each answer. Use the same questions for candidates being considered for the same opening.

0 No example / 1 Needs close support / 2 Works independently / 3 Can lead and train

01 Walk me through a service call you handled alone from arrival to invoice.

Listen for: The complaint, the tests they ran and in what order, the cause, the repair, how they explained it to the homeowner and what they wrote on the ticket.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

02 Describe a panel or service upgrade you completed. What did the utility and the inspector need from you?

Listen for: Load calculation, permit, utility disconnect and reconnect scheduling, grounding and bonding, and a passed inspection they can name.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

03 A homeowner says a breaker trips at random. What do you check before replacing anything?

Listen for: Load on the circuit, loose terminations, shared neutrals, AFCI or GFCI nuisance causes and an actual measurement, rather than swapping the breaker first.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

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04 How do you work in a finished, occupied home without leaving damage or a mess?

Listen for: Drop cloths, fishing walls instead of opening them, patching responsibilities agreed up front, and a cleanup routine before leaving.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

05 Which license do you hold, where was it issued and when does it expire?

Listen for: A license number you can verify with the issuing board, the classification, and an honest note of any limits on residential versus commercial scope.

Evidence rating ☐ 0 ☐ 1 ☐ 2 ☐ 3

Evidence ratings

0 No example / 1 Needs close support / 2 Works independently / 3 Can lead and train

Before the offer

Verify the license with the issuing board and the driving record with your insurer. For service roles, a short ride-along or a described call with a real customer tells you more than a résumé.

EVIDENCE OR CREDENTIALS TO VERIFY

NEXT STEP AND PERSON RESPONSIBLE

Role guidance and editable job description