

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ASSISTANT RESTAURANT MANAGER

1	Tell me about your experience in restaurant management.	1 2 3 4 5	
2	What do you think makes a great restaurant manager?	1 2 3 4 5	
3	How have you been able to build relationships with customers and staff?	1 2 3 4 5	
4	How do you handle complaints from customers or employees?	1 2 3 4 5	
5	What strategies have worked best for improving customer satisfaction?	1 2 3 4 5	
6	How have you gone above and beyond in your role as an assistant restaurant manager?	1 2 3 4 5	
7	Can you provide some examples of how you've trained and managed staff in a restaurant setting?	1 2 3 4 5	
8	What process do you use to ensure that all standards for sanitation, safety, and customer service are met?	1 2 3 4 5	
9	Describe a time when you had to deal with a challenging situation in a restaurant.	1 2 3 4 5	
10	How have you implemented changes to improve operational efficiency in the restaurants you've managed?	1 2 3 4 5	
11	What strategies do you use to motivate and engage staff in their work?	1 2 3 4 5	
12	How do you handle difficult conversations or conflicts between employees?	1 2 3 4 5	
13	How do you handle fast-paced environments and multiple competing priorities?	1 2 3 4 5	
14	What strategies have you used successfully to maximize profitability in restaurants?	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	

CRITERIA	SCORE (1-5)	NOTES
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.