

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · BARBACK

1	How would you handle a busy shift?	1 2 3 4 5	
2	Describe your time management skills.	1 2 3 4 5	
3	What is your most challenging situation as a barback, and how did you resolve it?	1 2 3 4 5	
4	Are there any bartending techniques that are unfamiliar to you?	1 2 3 4 5	
5	Have you ever had to close up on your own before, and if so, how did it go?	1 2 3 4 5	
6	What customer service skills have you acquired as a barback?	1 2 3 4 5	
7	Are there any safety protocols or regulations that you are familiar with?	1 2 3 4 5	
8	Describe your approach to problem-solving in the workplace.	1 2 3 4 5	
9	How would you promote teamwork and help the team stay organized and on task during a shift?	1 2 3 4 5	
10	Have you ever had to handle a demanding customer, and how did you respond?	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.