

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · BARISTA

1	What experience do you have working with coffee?	12345	
2	How do you think you would handle a demanding customer?	12345	
3	How would you take it if we ran out of coffee during your shift?	12345	
4	What is your favorite type of coffee drink to make?	12345	
5	Are you familiar with the espresso machine?	12345	
6	What is your favorite part of the job?	12345	
7	Are you familiar with different kinds of coffee drinks?	12345	
8	Do you have any barista certification or training?	12345	
9	What do you think are the most essential qualities of a successful barista?	12345	
10	What do you think makes a great cup of coffee?	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	
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.