

CANDIDATE	INTERVIEWER	DATE	STAGE
INTERVIEW QUESTIONS · BARTENDER			
1	What experience do you have working as a Bartender?	1 2 3 4 5	
2	Have you ever worked in a bar or restaurant before?	1 2 3 4 5	
3	What type of drinks can you make?	1 2 3 4 5	
4	Do you know how to make cocktails?	1 2 3 4 5	
5	What is your favorite drink to make?	1 2 3 4 5	
6	Are you familiar with the liquor brands that we carry?	1 2 3 4 5	
7	How would you handle a patron who has had too much to drink?	1 2 3 4 5	
8	What would you do if we ran out of stock on one of the liquors that we carry?	1 2 3 4 5	
9	What are some of your signature cocktails?	1 2 3 4 5	
10	How do you handle difficult customers?	1 2 3 4 5	
11	Are you comfortable working long hours, including late nights and weekends?	1 2 3 4 5	
12	What type of personality do you think would be successful as a Bartender?	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		

CRITERIA

SCORE (1-5) NOTES

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.