

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · BEAUTICIAN

1	What made you choose this career path?	1 2 3 4 5	
2	What do you think are the most essential qualities of a successful beautician?	1 2 3 4 5	
3	What do you see as the biggest challenge in this profession?	1 2 3 4 5	
4	How do you deal with demanding clients?	1 2 3 4 5	
5	What do you enjoy most about your work?	1 2 3 4 5	
6	What do you think sets you apart from other beauticians in the industry?	1 2 3 4 5	
7	What are the biggest trends in the beauty industry right now?	1 2 3 4 5	
8	For how long have you been working as a beautician?	1 2 3 4 5	
9	What do you think is the most important thing to keep in mind when working with clients?	1 2 3 4 5	
10	What do you think are the best tips for success in this field?	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.