

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · BEAUTY ADVISOR

1	What experience do you have working with customers?	1 2 3 4 5	
2	What type of advice would you say is your specialty?	1 2 3 4 5	
3	Do you know how to use different kinds of makeup and skincare products?	1 2 3 4 5	
4	How comfortable are you working with clients nearby?	1 2 3 4 5	
5	What do you think are the most essential qualities of a Beauty Advisor?	1 2 3 4 5	
6	What type of products are your favorite to recommend to customers?	1 2 3 4 5	
7	Do you have experience working in a salon, spa, or retail store?	1 2 3 4 5	
8	What is your skincare routine like?	1 2 3 4 5	
9	What are some of the latest beauty trends that you're familiar with?	1 2 3 4 5	
10	What would you say is your best asset as a Beauty Advisor?	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.