

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · BEAUTY THERAPIST

1	What experience do you have as a Beauty Therapist?	1 2 3 4 5	
2	Have you ever had any medical training related to beauty treatments?	1 2 3 4 5	
3	How comfortable are you with using different technology or software in the salon?	1 2 3 4 5	
4	What health and safety protocols do you use when providing services to clients?	1 2 3 4 5	
5	Are there any particular areas of beauty therapy that interest you the most?	1 2 3 4 5	
6	Tell me about a time when your customer service skills were tested.	1 2 3 4 5	
7	What challenges have you faced when providing beauty services?	1 2 3 4 5	
8	How do you handle difficult situations with clients or colleagues?	1 2 3 4 5	
9	How do you stay updated with new trends in the beauty industry?	1 2 3 4 5	
10	Do you have any special certifications related to beauty treatments or products?	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.