

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CAR DETAILER

1	What experience do you have as a car detailer?	12345	
2	How would you describe your attention to detail?	12345	
3	What tools and products do you use when detailing cars?	12345	
4	Are there any techniques that you specialize in for car detailing?	12345	
5	Have you ever encountered any complex challenges while detailing cars?	12345	
6	Are you comfortable with using both manual and electronic detailing tools?	12345	
7	Do you have experience working with specialty finishes such as chrome or aluminum trim?	12345	
8	What safety protocols do you follow when performing car detailing services?	12345	
9	How do you ensure that each vehicle receives the same level of quality and care?	12345	
10	How do you stay current on the latest trends and techniques in car detailing?	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.