

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CAR PORTER

1	What experience do you have in the car porter industry?	1 2 3 4 5	
2	Have you ever worked with a fleet of cars before?	1 2 3 4 5	
3	What would your approach be to managing customer inquiries and requests?	1 2 3 4 5	
4	How do you handle difficult situations while working with customers or dealing with their vehicles?	1 2 3 4 5	
5	Describe a situation where you had to make an important decision as a Car Porter.	1 2 3 4 5	
6	Do you have any experience maintaining and repairing vehicles?	1 2 3 4 5	
7	What do you think are the key components for providing a high level of customer service?	1 2 3 4 5	
8	How do you stay organized and prioritize tasks when working on multiple cars at once?	1 2 3 4 5	
9	Do you have any experience in training other car porters or leading teams?	1 2 3 4 5	
10	What safety protocols do you follow when moving a car or working with customers?	1 2 3 4 5	
11	How do you ensure that all cars in the fleet are kept clean and maintained to a high standard?	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	

CRITERIA	SCORE (1-5)	NOTES
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.