

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CLEANER

1	What experience do you have in cleaning?	12345	
2	Are you comfortable with using different types of cleaning supplies?	12345	
3	Have you ever worked on a contract basis before?	12345	
4	Would you rather work autonomously or collaboratively with a team?	12345	
5	How quickly can you complete an assigned task?	12345	
6	Are there areas where your expertise is more focused than others (e.g., carpets, bathrooms, kitchens)?	12345	
7	Do you have any references I can contact regarding your previous work experience and performance?	12345	
8	Are you familiar with health and safety regulations related to cleaning?	12345	
9	Do you possess a valid driver's license, if required for the role?	12345	
10	Are you willing to travel on short notice if needed?	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.