

CANDIDATE	INTERVIEWER	DATE	STAGE
-----------	-------------	------	-------

INTERVIEW QUESTIONS · CLEANING SUPERVISOR

1	What motivates you when it comes to cleaning and housekeeping?	1 2 3 4 5	
2	How do you handle difficulty with a work task related to your position as Cleaning Supervisor?	1 2 3 4 5	
3	Describe any skills or experience that will help make you successful in this role.	1 2 3 4 5	
4	Do you have experience managing multiple tasks at once, such as scheduling staff, ordering supplies, and delegating duties?	1 2 3 4 5	
5	Can you tell us about the last project or job that really stretched your abilities as a supervisor of cleaners?	1 2 3 4 5	
6	How do you keep up with industry standards for safety and sanitation practices?	1 2 3 4 5	
7	What strategies have you put in place to improve employee morale on your teams?	1 2 3 4 5	
8	In what ways can you contribute to the growth of our business through this role?	1 2 3 4 5	
9	Tell us about any health and safety initiatives that you have implemented while managing a cleaning crew.	1 2 3 4 5	
10	What systems do you use for tracking and reporting on cleaning progress?	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	

CRITERIA

SCORE (1-5) NOTES

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.