

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

INTERVIEW QUESTIONS · COSMETOLOGIST

1	What qualifications do you have as a cosmetologist?	12345	
2	Do you specialize in any areas of cosmetology, such as nails or haircare?	12345	
3	What is your philosophy when it comes to customer service and satisfaction?	12345	
4	Are you familiar with current trends and techniques related to cosmetology?	12345	
5	What challenges have you encountered while working in cosmetology?	12345	
6	Are there any additional skills or training you possess that would make you a better candidate for the position?	12345	
7	Have you ever handled difficult customer situations, and how did you resolve them?	12345	
8	Are you comfortable taking direction and working with a team?	12345	
9	What do you believe is essential for creating an inviting salon atmosphere?	12345	
10	How do you stay current with hair and beauty service trends?	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.