

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · COSMETOLOGY INSTRUCTOR

1	What experience do you have teaching cosmetology?	1 2 3 4 5	
2	What type of training do you have in cosmetology?	1 2 3 4 5	
3	How do you keep up with the latest trends in cosmetology?	1 2 3 4 5	
4	What methods do you use to motivate your students?	1 2 3 4 5	
5	What challenges have you faced while teaching cosmetology?	1 2 3 4 5	
6	What methods do you use to motivate your students?	1 2 3 4 5	
7	What challenges have you faced while teaching cosmetology?	1 2 3 4 5	
8	How do you handle students who are struggling?	1 2 3 4 5	
9	What do you think is the most important thing for students to learn in cosmetology school?	1 2 3 4 5	
10	What have you found to be the best way to retain information when teaching cosmetology?	1 2 3 4 5	
11	What do you think sets your cosmetology teaching methods apart from other instructors?	1 2 3 4 5	
12	What do you believe is the most important trait of a successful cosmetologist?	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?	① ② ③ ④ ⑤	
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.