

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · CUSTODIAN

1	How would you describe your approach to custodian work?	1 2 3 4 5	
2	What kind of tools and supplies do you think are essential for custodian work?	1 2 3 4 5	
3	What challenges have you encountered in your previous custodian roles?	1 2 3 4 5	
4	Do you have any ideas about how to improve the efficiency or effectiveness of custodian work?	1 2 3 4 5	
5	What do you think is the most important quality for a successful custodian?	1 2 3 4 5	
6	What motivates you to do your best work as a custodian?	1 2 3 4 5	
7	How do you stay organized and efficient in your custodian work?	1 2 3 4 5	
8	Do you have any tips for maintaining cleanliness and orderliness in a custodial setting?	1 2 3 4 5	
9	Are there any particular challenges you feel are associated with custodian work?	1 2 3 4 5	
10	What do you like best about working as a custodian?	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	
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.