

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

INTERVIEW QUESTIONS · DISTRICT MANAGER

1	What experience do you have managing teams or districts?	12345	
2	How do you motivate and build morale in a team setting?	12345	
3	What strategies would you use to ensure that sales targets are met consistently?	12345	
4	Tell me about a successful project you managed as a district manager.	12345	
5	Are there any specific management techniques or strategies that work best for district managers?	12345	
6	What are the essential qualities of a thriving district manager?	12345	
7	How would you use data and analysis to make decisions related to district operations?	12345	
8	What have you found to be the critical elements of an effective district budgeting and forecasting process?	12345	
9	What methods do you use to ensure all team members agree regarding goals and objectives?	12345	
10	How would you handle a situation where the expectations of district managers and customers conflict?	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	

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.