

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ESTHETICIAN

1	What experience do you have as an Esthetician?	1 2 3 4 5	
2	What treatments do you specialize in?	1 2 3 4 5	
3	How would you handle customer complaints or difficult situations?	1 2 3 4 5	
4	Do you have any certifications related to esthetics that are relevant to the role?	1 2 3 4 5	
5	Are there any areas of aesthetics that interest you and that you want to learn more about?	1 2 3 4 5	
6	What are your long-term career goals related to esthetics?	1 2 3 4 5	
7	How do you stay on top of the latest trends and techniques related to esthetics?	1 2 3 4 5	
8	How quickly can you learn new techniques and products?	1 2 3 4 5	
9	Describe your work ethic.	1 2 3 4 5	
10	Please explain how well you work with others on a team.	1 2 3 4 5	
11	Are there any skin treatments that are difficult for you to perform?	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.