

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · FITNESS INSTRUCTOR

1	What experience do you have as a Fitness Instructor?	1 2 3 4 5	
2	Tell me about the classes you have led and what techniques you used.	1 2 3 4 5	
3	How do you handle difficult clients?	1 2 3 4 5	
4	What methods do you use to keep your clients motivated?	1 2 3 4 5	
5	Can you tell me about any successes that you've had with group fitness training?	1 2 3 4 5	
6	Do you have any certifications in exercise, nutrition, or health-related topics?	1 2 3 4 5	
7	Have you ever done any research on fitness trends or new ways of teaching exercise classes?	1 2 3 4 5	
8	What steps do you take to ensure safety during exercise classes?	1 2 3 4 5	
9	Describe how you develop workout plans for your clients.	1 2 3 4 5	
10	Tell me about a challenging situation with a client and how you handled it.	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.