

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · FLORAL DESIGNER

1	What is your design process?	12345	
2	What are your favorite flowers, and why?	12345	
3	How do you work with clients to create the perfect arrangement?	12345	
4	Can you provide examples of previous work?	12345	
5	Do you have experience working with special events or weddings?	12345	
6	How do you choose the flowers for an arrangement?	12345	
7	How do you know what colors will work well together?	12345	
8	What type of flower do you enjoy working with the most?	12345	
9	How would you handle a customer who wants something you don't have in stock?	12345	
10	What sparked your interest in floral design?	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	
Directional Fit A step forward, or backward, in their career?	12345	

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.