

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · FLORIST

1	How long have you been working as a florist?	1 2 3 4 5	
2	What is your experience with flower arranging?	1 2 3 4 5	
3	What type of flowers do you like to work with?	1 2 3 4 5	
4	Do you have any experience designing floral arrangements?	1 2 3 4 5	
5	What is your favorite kind of flower to work with?	1 2 3 4 5	
6	How would you go about creating a custom arrangement for a client?	1 2 3 4 5	
7	Do you have any floral design training or experience?	1 2 3 4 5	
8	What made you want to become a Florist?	1 2 3 4 5	
9	How do you maintain cleanliness in the work area?	1 2 3 4 5	
10	How do you keep track of inventory and order supplies?	1 2 3 4 5	
11	Do you have any specialties or areas of expertise in working with flowers?	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.