

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

INTERVIEW QUESTIONS · GARDENER

1	What is your experience with gardening?	1 2 3 4 5	
2	What type of gardens have you worked with in the past?	1 2 3 4 5	
3	Can you provide references from previous employers?	1 2 3 4 5	
4	Are you comfortable working long hours in all weather conditions?	1 2 3 4 5	
5	Tell me about a time when you faced a difficult challenge while gardening.	1 2 3 4 5	
6	What is your favorite plant to garden with?	1 2 3 4 5	
7	Do you have any experience with landscaping?	1 2 3 4 5	
8	What do you think the most crucial skill for a gardener is?	1 2 3 4 5	
9	Are you comfortable using power tools?	1 2 3 4 5	
10	Do you have a valid driver's license?	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.