avaHR

General Manager Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · GENERAL MANAGER

General Manager Questions

1	What is your greatest achievement as a General Manager?	1 2 3 4 5	
2	How would you handle a difficult situation?	1 2 3 4 5	
3	Describe your experience leading and managing teams.	1 2 3 4 5	
4	What do you feel are the most important qualities of a good General Manager?	1 2 3 4 5	
5	What do you think are the strengths and weaknesses of the company's current General Manager?	1 2 3 4 5	
6	How would you improve communication within the company?	1 2 3 4 5	
7	What do you think are the most important changes that need to be made in the company?	1 2 3 4 5	
8	Describe a time when you had to make a difficult decision.	1 2 3 4 5	
9	What do you think are the most important qualities for a successful General Manager?	1 2 3 4 5	
10	What do you feel are the toughest challenges facing the company?	1 2 3 4 5	
11	How would you handle a situation if you were unable to reach a consensus with your team?	1 2 3 4 5	
12	What do you think is the most important quality for a good leader?	1 2 3 4 5	
13	What do you feel are the hardest challenges facing the team?	1 2 3 4 5	
14	How would you handle a situation if one of your team members was not performing up to par?	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	

CRITERIA	SCORE (1–5)	NOTES
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.