

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · JANITOR

1	What experience do you have with cleaning?	12345	
2	What methods do you use to clean surfaces?	12345	
3	Do you have any special certifications or training in janitorial work?	12345	
4	What do you think are the most important qualities for a successful janitor?	12345	
5	Can you tell me about a time when you had to deal with a difficult cleaning situation?	12345	
6	How do you handle stress while working?	12345	
7	What kind of cleaning supplies do you like to use?	12345	
8	Are you comfortable working nights or weekends if needed?	12345	
9	How would you deal with conflict with another staff member?	12345	
10	What is your availability?	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.