

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · LAWN CARE SPECIALIST

1	What experience do you have in lawn care maintenance?	1 2 3 4 5	
2	Do you possess any certifications or other qualifications related to lawn care?	1 2 3 4 5	
3	What techniques and tools do you use for lawn mowing, edging, trimming, etc.?	1 2 3 4 5	
4	Can you explain some best practices for fertilizing a lawn?	1 2 3 4 5	
5	How would you respond if a customer has an issue with the quality of your workmanship?	1 2 3 4 5	
6	Are there any safety protocols that should be followed when handling landscaping chemicals and machinery?	1 2 3 4 5	
7	What would you do if a lawn care project goes over budget?	1 2 3 4 5	
8	Are you able to work flexible hours or during unfavorable weather conditions?	1 2 3 4 5	
9	Do you have any ideas for how to make the lawn care process more efficient or cost-effective?	1 2 3 4 5	
10	How do you stay up to date on the latest lawn care trends and technologies?	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.