avaHR

Lead Carpet Cleaner Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · LEAD CARPET CLEANER

1	What experience do you have in carpet cleaning?	① ② ③ ④ ⑤	
2	Have you ever supervised a team of carpet cleaners before?	① ② ③ ④ ⑤	
3	What challenges have you faced while managing a carpet cleaning job?	① ② ③ ④ ⑤	
4	How would you handle a customer with high expectations for the finished product?	① ② ③ ④ ⑤	
5	Are any tools or machines essential to effective carpet cleaning that you are unfamiliar with?	① ② ③ ④ ⑤	
6	Can you provide references from past employers who will vouch for your performance as a Lead Carpet Cleaner?	① ② ③ ④ ⑤	
7	What kind of experience do you have when troubleshooting common carpet cleaning issues?	① ② ③ ④ ⑤	
8	Are there any unique methods or techniques you employ when cleaning carpets?	① ② ③ ④ ⑤	
9	How do you motivate a team and ensure the job is done correctly and efficiently?	① ② ③ ④ ⑤	
10	Are you familiar with any industry standards or regulations related to carpet cleaning?	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	

CRITERIA	SCORE (1–5)	NOTES
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.