

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · LICENSED MASSAGE THERAPIST

1	What type of massage techniques are you certified in?	1 2 3 4 5	
2	Do you have any experience working with special populations?	1 2 3 4 5	
3	How would you handle a difficult client that is unhappy with your service?	1 2 3 4 5	
4	Are there certain medical conditions or injuries requiring special attention when providing massage therapy services?	1 2 3 4 5	
5	How do you document the progress of clients during treatments?	1 2 3 4 5	
6	Do you have additional certifications or degrees related to massage therapy and health care sciences?	1 2 3 4 5	
7	Are you familiar with current laws and regulations about massage therapy?	1 2 3 4 5	
8	What is your approach when working with clients regarding communication and client education?	1 2 3 4 5	
9	What strategies do you use to ensure that treatments are tailored to meet the needs of every individual client?	1 2 3 4 5	
10	How would you handle a client's desire to receive massage therapy services not within your scope of practice?	1 2 3 4 5	
11	What have you done in the past to stay current and up-to-date with the latest trends and advancements in the massage therapy field?	1 2 3 4 5	
12	Do you have any experience teaching massage classes or providing continuing education opportunities?	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	

CRITERIA	SCORE (1-5)	NOTES
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.