

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · MASSAGE THERAPIST

1	What are your qualifications?	12345	
2	What is your experience in massage therapy?	12345	
3	What type of massages can you provide?	12345	
4	Have you ever worked with a chiropractor before?	12345	
5	How do you feel about working with clients who have injuries or conditions?	12345	
6	What is your policy on tips or gratuity?	12345	
7	What is your massage therapy training?	12345	
8	Have you ever worked as a massage therapist before?	12345	
9	What do you think are the benefits of massage therapy?	12345	
10	Have you ever worked with clients with specific conditions or injuries?	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.