

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · NAIL TECHNICIAN

1	What experience do you have as a Nail Technician?	1 2 3 4 5	
2	How familiar are you with the different kinds of manicures, pedicures, and nail art?	1 2 3 4 5	
3	Do you stay up to date on any new trends in nail care?	1 2 3 4 5	
4	Are there any particular products or services that you specialize in providing?	1 2 3 4 5	
5	Do you have any certifications or degrees related to this field of work?	1 2 3 4 5	
6	Have you ever had a negative customer experience, and how did you handle it?	1 2 3 4 5	
7	What strategies do you use when dealing with difficult clients/situations while providing service?	1 2 3 4 5	
8	What would you do if you ever ran out of supplies while working?	1 2 3 4 5	
9	How do you ensure that the customers are satisfied with your work?	1 2 3 4 5	
10	Are there any particular techniques or practices that help you stand out from other Nail Technicians?	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.