

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · PRODUCE CLERK

1	What experience do you have working with produce?	1 2 3 4 5	
2	Do you have any food allergies or dietary restrictions?	1 2 3 4 5	
3	How would you handle receiving a shipment of produce that was damaged?	1 2 3 4 5	
4	What is your method for keeping track of inventory?	1 2 3 4 5	
5	Have you ever had to deal with a customer who was dissatisfied with their purchase?	1 2 3 4 5	
6	What would be your ideal shift?	1 2 3 4 5	
7	Are you comfortable working weekends or holidays?	1 2 3 4 5	
8	What methods do you use to promote sales?	1 2 3 4 5	
9	What is your favorite product to work with?	1 2 3 4 5	
10	Do you have any experience pricing merchandise?	1 2 3 4 5	
11	How do you stay up-to-date on new products and trends?	1 2 3 4 5	
12	How do you handle working with vendors?	1 2 3 4 5	
13	What are some of the challenges of working in the produce department?	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	

CRITERIA	SCORE (1-5)	NOTES
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.