

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · RETAIL SALES ASSOCIATE

1	Could you tell us more about yourself?	12345	
2	What do you know about our company and products?	12345	
3	Why do you want to join our team?	12345	
4	What makes you a perfect fit for this position?	12345	
5	Do you have a sales strategy, and can you tell us more about it?	12345	
6	Did you ever have to deal with a demanding customer?	12345	
7	Do you know how to operate a cash register?	12345	
8	How do you stay calm and motivated in a fast-paced environment with many customers?	12345	
9	What do you think a sales representative of our brand should act?	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.