

CANDIDATE	INTERVIEWER	DATE	STAGE
-----------	-------------	------	-------

INTERVIEW QUESTIONS · RETAIL STORE MANAGER

1	What experience do you have in retail store management?	12345	
2	How would you handle customer feedback or complaints?	12345	
3	What strategies will you implement to ensure customer satisfaction?	12345	
4	How do you motivate employees who are not performing up to expectations?	12345	
5	What is your approach to budgeting, scheduling, and inventory management for the store?	12345	
6	What other initiatives have you undertaken in the past that have successfully improved store performance?	12345	
7	What do you consider the most important qualities of a successful retail store manager?	12345	
8	How would you handle difficult situations with employees or customers?	12345	
9	What methods do you use to ensure customer satisfaction?	12345	
10	What are your suggestions on how to increase sales and profits in a retail store?	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.