avaHR

Store Associate Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · STORE ASSOCIATE

1	Have you ever worked in a retail setting before? If so, what did you like/dislike about the experience?	① ② ③ ④ ⑤
2	What do you know about our company and our products?	① ② ③ ④ ⑤
3	What are your strengths and weaknesses?	① ② ③ ④ ⑤
4	Why are you interested in working for us specifically?	① ② ③ ④ ⑤
5	Describe a time when you had to deal with a difficult customer or situation.	① ② ③ ④ ⑤
6	What do you know about the products we sell in our store?	① ② ③ ④ ⑤
7	What would you do if a customer asked for help finding a product?	① ② ③ ④ ⑤
8	How would you handle it if confronted with a situation where theft may have occurred?	① ② ③ ④ ⑤
9	What is your availability like and are you able to work weekends?	① ② ③ ④ ⑤
10	What do you think makes a successful Store Associate?	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.