avaHR

Store Manager Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · STORE MANAGER

1	What experience do you have in retail?	① ② ③ ④ ⑤	
2	What experience do you have in managing a team?	① ② ③ ④ ⑤	
3	What is your management style?	① ② ③ ④ ⑤	
4	How do you handle difficult situations?	① ② ③ ④ ⑤	
5	How do you motivate your team?	① ② ③ ④ ⑤	
6	What is your understanding of loss prevention and inventory management?	① ② ③ ④ ⑤	
7	What motivated you to pursue a career in store management?	① ② ③ ④ ⑤	
8	Describe a time when you had to handle a difficult situation as a manager.	① ② ③ ④ ⑤	
9	What systems or processes do you put in place to ensure that your store runs smoothly?	① ② ③ ④ ⑤	
10	Do you have experience working with budgets or managing financials for a business?	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.