

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · TENNIS COACH

1	How long have you been coaching tennis?	1 2 3 4 5	
2	What is your experience in teaching different ages and skill levels?	1 2 3 4 5	
3	Do you have a specific approach or style when it comes to coaching?	1 2 3 4 5	
4	How do you customize a lesson plan for each student's individual needs and goals?	1 2 3 4 5	
5	Do you use any tools, such as video analysis, when teaching students?	1 2 3 4 5	
6	Are there any areas of the game that are your specialty, such as technique, strategy, etc.?	1 2 3 4 5	
7	What are some positive results of working with your former students?	1 2 3 4 5	
8	How do you help students set and reach their goals?	1 2 3 4 5	
9	What has been the most rewarding aspect of coaching tennis for you?	1 2 3 4 5	
10	What do you think sets you apart from other coaches in your field?	1 2 3 4 5	
11	Are there any success stories that stand out from your time as a coach?	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	

CRITERIA

SCORE (1-5) NOTES

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.