

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · VALET

1	What experience do you have as a Valet?	1 2 3 4 5	
2	How would you handle difficult parking situations?	1 2 3 4 5	
3	Are you comfortable working in inclement weather conditions?	1 2 3 4 5	
4	What is your approach to customer service when dealing with vehicles and customers?	1 2 3 4 5	
5	Describe a time when you had to manage an unexpected situation while valeting.	1 2 3 4 5	
6	How comfortable are you driving automatic and manual transmission cars/vehicles?	1 2 3 4 5	
7	Are you comfortable working long hours?	1 2 3 4 5	
8	What experience do you have in customer service?	1 2 3 4 5	
9	Do you have a valid driver's license and a clean driving record?	1 2 3 4 5	
10	Can you provide references for previous valet positions held?	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.