avaHR

Visual Merchandiser Candidate Scorecard

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE

INTERVIEW QUESTIONS · VISUAL MERCHANDISER

1	How would you approach merchandising in a small space?	① ② ③ ④ ⑤	
2	What would be your first move if you were given a budget to create a visually appealing store?	① ② ③ ④ ⑤	
3	Do you have any experience working with mannequins? How do you feel about them?	① ② ③ ④ ⑤	
4	What is the most crucial element of a successful retail space?	① ② ③ ④ ⑤	
5	How do you stay up-to-date on current trends in visual merchandising?	① ② ③ ④ ⑤	
6	Tell me about a time when you created a compelling visual display.	① ② ③ ④ ⑤	
7	How do you feel about working with others to achieve a common goal?	① ② ③ ④ ⑤	
8	When it comes to creating merchandise displays, what is your style?	① ② ③ ④ ⑤	
9	What do you think is the most critical aspect of Visual Merchandising?	① ② ③ ④ ⑤	
10	What is the most challenging part of Visual Merchandising, in your opinion?	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.