

Personality Questions

- Tell me about yourself. (Follow up on interesting personal facts, but don't be invasive).
- How has your sense of humor been valuable to you in the restaurant business?
- Would you consider yourself to be an optimistic person? How so?
- How does empathy come into play in the hospitality business?
- Have you worked with people in the past you did not get along with? How did you handle those situations?
- How do you handle difficult and demanding guests?
- What do you do to further your knowledge of food, beverage, and hospitality?
- What are your most outstanding qualities/what makes you good at what you do?
- What does hospitality mean to you?
- Do you have any hobbies? What do you like to do in your free time? What are some things you are passionate about?

Job History/Experience Questions

- Tell me about your experience at _____ (last 3 jobs). What were your reasons for leaving?
- What were your responsibilities, and which of your current responsibilities do you consider most crucial? (Ask lots of follow-up questions here. You want to know how and why they did what they did and had the responsibilities that they had.)
- Tell me about the menu at your most recent restaurant? What were your top-selling items? Tell me details about those items? How did you sell the menu/specific items?
- What is good salesmanship?

- Tell me about your beverage list? What was your favorite pairing? Tell me about your favorite wines/beers/cocktails on the menu.
- What made you great at your last job?
- Do you work better individually or in a team? What are some ways that you worked as part of a team at your last job?
- What would your current supervisor say makes you most valuable to them?
- Why are you a great fit for this operation?

Time to Make a Decision

Does this candidate have the right personality to excel in our organization (warm, friendly, high-spirited, professional)?

Rating: 1 2 3 4 5
Comments:

Does the candidate have a steady work history without too much jumping around?

Rating 1 2 3 4 5
Comments:

Did the candidate demonstrate a high degree of initiative, ownership, and eagerness to learn?

Rating 1 2 3 4 5
Comments:

Does this candidate have good conflict resolution skills?

Rating 1 2 3 4 5
Comments:

Is the candidate passionate about hospitality, food and beverage?

Rating 1 2 3 4 5
Comments:

Does this candidate have enough relevant experience, and were they able to show detailed knowledge of their previous responsibilities?

Rating 1 2 3 4 5
Comments:

Did the candidate avoid complaining about previous employers/coworkers?

Rating 1 2 3 4 5
Comments:

