

Interview Evaluation Form

Candidate Name: _____

Date of Interview: _____

Manager Name: _____

Basic Qualifications

- Lives within reasonable distance from the dealership
- Owns a reliable vehicle
- Has a valid Texas Driver's License
- Available to work Saturdays
- Understands draw pay structure
- _____
- _____

Motivation & Personality

- Expresses clear desire to work in car sales
- Understands what makes a great salesperson
- Displays positive attitude and confidence

Communication & People Skills

- Communicates clearly and confidently
- Handles difficult situations with poise
- Listens and responds appropriately to questions

Work Ethic & Goal Setting

- Demonstrates a history of perseverance and resilience
- Provides examples of setting and achieving goals
- Stays motivated through challenges

Customer Service Focus

- Understands importance of creating positive customer experience
- Has past examples of great customer service

Coachability & Cultural Fit

- Accepts feedback well
- Appreciates value of teamwork in sales
- Fits into high-performance culture

Tech & Social Media Readiness

- Comfortable using phone for follow-ups and lead calls
- Able to send professional emails/texts
- Willing to create videos and engage on social media platforms

Final Recommendation:

Strong Hire

Hire with Training

Not Recommended at this Time

Manager Notes:
