

INTERVIEW GUIDE

SERVER



CANDIDATE HAS ALREADY...

☐ completed an application ☐ passed the SEAA ☐ been invited to a second interview

NAME

DATE

POSITION

ROUND 1 QUESTIONS

Why do you choose a career in hospitality?

What do you expect from a great dining experience?

From which side of the guest do you do the following?

Serve water

Serve food

Clear plates



INTERVIEW GUIDE SERVER

ROUND 1 DEMONSTRATION

Table Service. *Prepare a table that needs to be cleared. Prep 2 water glasses on a tray nearby. Ask the candidate to serve the waters and clear the table. Don't give instructions for the tray.*

SO FAR SO GOOD? MOVE ON. IF NOT, POLITELY DECLINE.

ROUND 2 QUESTIONS

How does the following resonate with you? "Those people just couldn't be made happy."

How do you approach problems with co-workers?

What will be your greatest contribution to our team?

How do you make memories for guests?

ROUND 2 DEMONSTRATION

Table Approach. *Prepare a list with a drink special, entrée special, and 2 86'd items. Give the list to the candidate and ask them to prepare for 5 minutes, then return to your table as if you are the guest and it is their initial approach, sharing the information on the list. Interact as a guest.*

HIRE OR POLITELY DECLINE WITHIN 24 HOURS.

