

CANDIDATE	INTERVIEWER	DATE	STAGE
-----------	-------------	------	-------

INTERVIEW QUESTIONS · COMMERCIAL PAINTER

1	Can you walk us through your experience with commercial painting projects, highlighting a particular challenge you faced and how you overcame it?	1 2 3 4 5	
2	How do you ensure your painting techniques are up-to-date, especially with the constantly evolving safety and environmental regulations?	1 2 3 4 5	
3	Describe the process you follow to prepare surfaces for painting. Why is this preparation crucial for a commercial painting job?	1 2 3 4 5	
4	When selecting paints and finishes for a project, how do you determine the best materials to use for durability and aesthetics?	1 2 3 4 5	
5	Can you explain a time when you had to use specialized painting techniques for a commercial project and the outcomes of that approach?	1 2 3 4 5	
6	How do you manage large-scale commercial painting projects to ensure they are completed on time and to the client's satisfaction?	1 2 3 4 5	
7	In your experience, what are the most common problems that arise during commercial painting projects and how do you address them?	1 2 3 4 5	
8	Discuss your experience with environmentally friendly painting practices and materials. How do you incorporate these into your projects?	1 2 3 4 5	
9	Safety is critical in our work. Can you provide an example of how you implemented safety procedures on a job site?	1 2 3 4 5	
10	How do you handle communication and updates with clients during a commercial painting project to ensure their needs and expectations are met?	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	

CRITERIA	SCORE (1-5)	NOTES
Communication Team building and communication skills.	12345	
Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

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.