

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · RESIDENTIAL PAINTER

1	Why did you want to become a Residential Painter?	1 2 3 4 5	
2	What do you find are the most demanding tasks for being a painter?	1 2 3 4 5	
3	Tell me about a time you had to encounter an unsatisfied customer.	1 2 3 4 5	
4	What has been your proudest moment of being a residential painter?	1 2 3 4 5	
5	How do you stay organized with each paint job?	1 2 3 4 5	
6	What advice do you give to customers that need help picking a paint color?	1 2 3 4 5	
7	What extra precautions do you take to ensure the safety of the customer's home and yourself?	1 2 3 4 5	
8	How do you properly clean your tools and dispose of the paint?	1 2 3 4 5	
9	What skills do you have that make you a good fit for our company?	1 2 3 4 5	
10	What is it about the company that makes you want to work with us?	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.