

# Painting Employee Skill & Work Style Questionnaire

## Section 1: Basic Experience

1. How many years of painting experience do you have?

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2. What types of painting have you done? (Interior, Exterior, Cabinets, Spray, etc.)

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3. What surfaces are you most comfortable working with?

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## Section 2: Skill Assessment

4. Rate your skill (1–5): Brush & Roll, Cutting, Spraying, Prep, Masking

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5. Describe your full prep process before painting a room:

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6. What steps do you take to ensure a smooth, professional finish?

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7. Describe a time you had to fix a bad paint job:

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**Section 3: Tools & Knowledge**

8. What tools and equipment do you regularly use?

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9. What spraying equipment are you experienced with?

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10. How do you clean and maintain your tools?

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**Section 4: Work Style & Priorities**

11. Which is more important: speed, quality, or balance? Why?

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12. Would you rather take extra time for perfection or complete more jobs faster? Explain.

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13. How do you handle being behind schedule?

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14. How do you respond to customer complaints about minor issues?

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## Section 5: Scenarios

15. You notice drywall imperfections before painting. What do you do?

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16. You see orange peel while spraying cabinets. What's your next step?

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17. How would you approach a high-end job vs a rental turnover?

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## Section 6: Productivity vs Quality

18. How many rooms can you paint in a typical day?

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19. What matters more to you: customer satisfaction, speed, or earnings?

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20. What defines a successful job to you?

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**Section 7: Reliability & Attitude**

21. How do you handle repetitive prep work like sanding or masking?

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22. Describe your experience working under tight deadlines:

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23. What would a previous employer say about your work style?

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# Scoring Guide (Employer Use Only)

QUALITY SCORE: Add points for detailed prep, fixing issues, customer focus, and finish quality.

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PRODUCTION SCORE: Add points for speed, efficiency, high output, and fast completion focus.

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FINAL NOTES / DECISION:

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