

## Hardwood Finisher Interview Questions

1. Share an experience you had in dealing with a difficult person and how you handled the situation.

2. Share an experience in which you've successfully learned how to handle a new piece of equipment?

3. Tell me about a recent experience you've had working with your hands.

4. What have you found to be the best way to scrape and sand floor edges and areas inaccessible to floor sanders, using scrapers, disk-type sanders, and sandpaper?

5. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

6. How do you stay fit in order to perform physical activities that are required in the workplace?

7. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

8. What system do you use to inspect floors for smoothness?

9. What is the challenging part of applying filler compound and coats of finish to floors in order to seal wood?

10. Provide an example when your ethics were tested.

11. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

12. Tell me how you organize, plan, and prioritize your work.

13. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.

14. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

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15. Tell me about your qualifications for and your experience handling vehicles and/or mechanized equipment.

16. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)

17. Name a time when your patience was tested. How did you keep your emotions in check?

18. Give me an example of when you thought outside of the box. How did it help your employer?

19. Provide an example of when you were persistent in the face of obstacles.

20. Provide a time when you dealt calmly and effectively with a high-stress situation.

21. Name a time when your creativity or alternative thinking solved a problem in your workplace.

22. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

23. Share an experience in which your willingness to lead or offer an opinion helped your company.

24. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

25. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

26. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?

27. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

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28. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.

29. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

30. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.