

## Furniture Refinisher Interview Questions

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

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

3. Describe an experience when you brushed, sprayed, or hand-rubbed finishing ingredients, such as paint, oil, stain, or wax, onto and into wood grain; then apply lacquer or other sealers.

4. Walk me through how you would select appropriate finishing ingredients such as paint, stain, lacquer, shellac, or varnish, depending on factors such as wood hardness and surface type.

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

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

7. Share an effective method to mix finish ingredients to obtain desired colors or shades.

8. What kind of experience do you have examining furniture to determine the extent of damage or deterioration, and to decide on the best method for repair or restoration?

9. Name a time when you recommended woods, colors, finishes, and furniture styles, using knowledge of wood products, fashions, and styles.

10. What is the most challenging part of painting metal surfaces electrostatically, or by using a spray gun or other painting equipment?

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

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

13. Share your approach to follow blueprints to produce specific designs.

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14. Share an example when you successfully distressed surfaces with woodworking tools or abrasives before staining to create an antique appearance, or rub surfaces to bring out highlights and shadings.

15. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

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

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

18. What have you found to be the best way to stencil, gild, emboss, mark, or paint designs or borders to reproduce the original appearance of restored pieces, or to decorate new pieces?

19. Walk me through how you would confer with customers to determine furniture colors and/or finishes.

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

21. What is the key to success when communicating with the public.

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

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

24. 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.)

25. 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.)

26. Share an experience in which you conducted a test of a product, service, or process and successfully

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improved the quality or performance.

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

28. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

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

30. Share an experience in which personal connections to coworkers or others helped you to be successful in your work. (Make sure candidate works well with others.)