

Bootmaker Interview Questions

1. What have you found to be the best way to attach insoles to shoe lasts, affix shoe uppers, and apply heels and outsoles?

2. What is the most challenging part of estimating the costs of requested products or services such as custom footwear or footwear repair, and receive payment from customers?

3. How do you dress and otherwise finish boots or shoes, as by trimming the edges of new soles and heels to the shoe shape?

4. Name a time when you cut out parts following patterns or outlines, using knives, shears, scissors, or machine presses.

5. Walk me through how you would construct, decorate, or repair leather products according to specifications, using sewing machines, needles and thread, leather lacing, glue, clamps, hand tools, and/or rivets.

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

7. What kind of experience do you have making, modifying, and repairing orthopedic or therapeutic footwear according to doctors' prescriptions, or modify existing footwear for people with foot problems and special needs?

8. Describe an experience when you repaired and reconditioned leather products such as trunks, luggage, shoes, saddles, belts, purses, and baseball gloves.

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

10. Describe how you would dye, soak, polish, paint, stamp, stitch, stain, buff, or engrave leather or other materials to obtain desired effects, decorations, or shapes.

11. Share an example when you read prescriptions or specifications, and took measurements to establish the type of product to be made, using calipers, tape measures, or rules.

12. What factors do you consider when checking the texture, color, and strength of leather to ensure that it is adequate for a particular purpose?

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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 an experience in which your attention to detail and thoroughness had an impact on your last company.
15. Describe methods you have effective to select materials and patterns, and trace patterns onto materials to be cut out.
16. Describe an experience when you measured customers for fit, and discussed with them the type of footwear to be made, recommending details such as leather quality.
17. What kind of experience do you have drawing patterns, using measurements, designs, plaster casts, or customer specifications, and position or outline patterns on work pieces?
18. Name a time when you prepared inserts, heel pads, and lifts from casts of customers' feet.
19. 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.)
20. 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.)
21. Name a time when your creativity or alternative thinking solved a problem in your workplace.
22. Name a time when your patience was tested. How did you keep your emotions in check?
23. Provide a time when you dealt calmly and effectively with a high-stress situation.
24. 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.)

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25. Share an experience you had in dealing with a difficult person and how you handled the situation.
26. Share an experience in which your willingness to lead or offer an opinion helped your company.
27. Tell me how you organize, plan, and prioritize your work.
28. Share an experience in which you've successfully learned how to handle a new piece of equipment?