

Harvest Contractor Interview Questions

1. 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.)

2. What is the most challenging part of recruiting and hiring agricultural workers? Share an example.

3. Provide an example when your ethics were tested.

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

5. Tell me how you direct and transport workers to appropriate work sites.

6. Walk me through how you employ foremen to deal directly with workers when recruiting, hiring, instructing, assigning tasks, and enforcing work rules.

7. Share an effective approach to supervise the work of contracted employees.

8. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

9. 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.)

10. Please share an experience in which you presented to a group. What was the situation and how did it go?

11. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?

12. 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.)

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

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

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

16. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?

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

18. What kind of experience do you have providing check-cashing services to employees?

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

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

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

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

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

24. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

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

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

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

28. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

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

30. Describe a time when you successfully provided personal assistance to a coworker or patron.

31. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

32. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

33. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

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

35. 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.

36. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?