

## Blacksmith Interview Questions

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

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

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

4. Walk me through how you would set up, operate, or tend presses and forging machines to perform hot or cold forging by flattening, straightening, bending, cutting, piercing, or other operations to taper, shape, or form metal.

5. What is the most challenging part of measuring and inspecting machined parts to ensure conformance to product specifications?

6. What have you found to be the best way to read work orders or blueprints to determine specified tolerances and sequences of operations for machine setup?

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

8. Share an experience when you applied new technology or information in your job. How did it help your company?

9. Share with me your knowledge when it comes to turning handles or knobs to set pressures and depths of ram strokes and to synchronize machine operations.

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

11. Share an effective approach to install, adjust, and remove dies, synchronizing cams, forging hammers, and stop guides, using overhead cranes or other hoisting devices, and hand tools.

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

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13. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?

14. 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.)

15. What have you found helpful when you confer with other workers about machine setups and operational specifications?

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

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

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

19. 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.)

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

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

22. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.

23. Provide an example when your ethics were tested.

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

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

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26. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?

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

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

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

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

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

32. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit your employer?

33. 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.

34. Tell me about a time when you successfully determined the cause of an operating error at your company and solved the problem.

35. 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.)

36. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

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

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

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