

## Puncher Interview Questions

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

2. What kind of experience do you have drawing smelted metal samples from furnaces or kettles for analysis, and calculate types and amounts of materials needed to ensure that materials meet specifications?

3. Describe methods you have found effective to observe air and temperature gauges or metal color and fluidity, and turn fuel valves or adjust controls to maintain required temperatures.

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

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

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

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

8. Name a time when you drained, transferred, or removed molten metal from furnaces, and placed it into molds, using hoists, pumps, or ladles.

9. What is the most challenging part of observing operations inside furnaces, using television screens, to ensure that problems do not occur?

10. What have you found to be the best way to operate controls to move or discharge metal workpieces from furnaces?

11. Walk me through how you would inspect furnaces and equipment to locate defects and wear.

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

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

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

15. Describe an experience when you directed work crews in the cleaning and repair of furnace walls and flooring.

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

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

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

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

20. Provide an example when your ethics were tested.

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

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

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

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

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.)

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

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. 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.)

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

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

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

32. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

33. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles.

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

35. 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?

36. 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.)

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

39. Tell me about the last time you performed routine maintenance on equipment. How did you determine when and what type of work was needed?

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