

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

3. What method have you found effective when measuring and examining extruded products in order to locate defects, and to check for conformance to specifications; adjust controls as necessary to alter products?

4. What is the most challenging part of determining setup procedures and selecting machine dies and parts, according to specifications?

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

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

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

8. Walk me through how you would adjust controls to draw or press metal into specified shapes and diameters.

9. Share an effective approach to install dies, machine screws, and sizing rings on machines that extrude thermoplastic or metal materials.

10. Describe an experience when you reeled extruded products into rolls of specified lengths and weights.

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

12. Tell me how you weigh and mix pelletized, granular, or powdered thermoplastic materials and coloring pigments.

13. What have you found to be the best way to select nozzles, spacers, and wire guides, according to diameters and lengths of rods?

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14. What is the most challenging part of operating shearing mechanisms to cut rods to specified lengths?

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

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

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

18. 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.)

19. What kind of experience do you have testing physical properties of products with testing devices such as acid-bath testers, burst testers, and impact testers?

20. 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.)

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

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

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

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

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

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

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

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

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

30. 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?

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

32. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

33. Tell me about your last experience doing repair work. How did you determine what tools you needed?

34. What are some long-range objectives that you developed in your last job? What did you do to achieve them?

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

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

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

38. In your experience, what is the key to developing a good team? (Look for how they build mutual trust,

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respect, and cooperation.)

39. Describe a time when you were able to select the best tool to do a job. How did you use reasoning skills to make the best choice?

40. Would you consider analyzing data or information a strength? How so?

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