

Seedling Sorter Interview Questions

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

2. What kind of experience do you have selecting or cutting trees according to markings or sizes, types, or grades?

3. Explain to me why it is important to confer with other workers to discuss issues such as safety, cutting heights, or work needs? Share an example.

4. What is the most challenging part of identifying diseased or undesirable trees and removing them, using power saws or hand saws?

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

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

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

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

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

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

11. 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.)

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

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

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

15. 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.)

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

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

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

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

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

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

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

23. Name a time when you had to fight forest fires or perform prescribed burning tasks under the direction of fire suppression officers or forestry technicians.

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

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

26. Walk me through how you would perform fire protection or suppression duties, such as constructing fire breaks or disposing of brush.

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27. What are some long-range objectives that you developed in your last job? What did you do to achieve them?
28. What have you found to be the best way to prune or shear tree tops or limbs to control growth, increase density, or improve shape?
29. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
30. Describe methods you have found effective to select tree seedlings, prepare the ground, or plant the trees in reforestation areas, using manual planting tools.
31. What kind of experience do you have operating skidders, bulldozers, or other prime movers to pull a variety of scarification or site preparation equipment over areas to be regenerated?
32. Share an example when you explained or enforced regulations regarding camping, vehicle use, fires, use of buildings, or sanitation.
33. Would you consider analyzing data or information a strength? How so?
34. Share an effective approach to examine and grade trees according to standard charts and staple color-coded grade tags to limbs.
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. Walk me through how you would sort and separate tree seedlings, discarding substandard seedlings?
37. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?
38. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

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

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

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