| 1. Share an experience you had in dealing with a difficult person and how you handled the situation. |
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| 2. 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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| 3. What kind of experience do you have taking pictures of individuals, families, and small groups, either in |
| studio or on location? Share an example. |
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| 4. What factors do you consider when trying to determine desired images and picture composition, selecting |
| and adjusting subjects, equipment, and lighting to achieve desired effects. |
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| 5. Give me an example of when you thought outside of the box. How did it help your employer? |
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| 6. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the |
| candidate is dependable.) |
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| 7. What is the most challenging part of adjusting apertures, shutter speeds, and camera focus based on a |
| combination of factors such as lighting, field depth, subject motion, film type, and film speed? |
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| 8. How long have you been using traditional or digital cameras, along with a variety of equipment such as |
| tripods, filters, and flash attachments? |
| |
| 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.) |
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| 10. Name a time when your patience was tested. How did you keep your emotions in check? |
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| 11. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? |
| (Make sure the candidate is flexible.) |
| |
| 12. What system do you have in place to make sure equipment is in good working order prior to use? |
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| 13. 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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| 14. What methods do you use to review sets of photographs to select the best work? Share an example. |
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| 15. Provide a time when you dealt calmly and effectively with a high-stress situation. |
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| 16. Provide an example of when you were persistent in the face of obstacles. |
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| 17. Walk me through how you would estimate or measure light levels, distances, and numbers of exposures |
| needed, using measuring devices and formulas? |
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| 18. Please share an experience in which you presented to a group. What was the situation and how did it go? |
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| 19. What kind of experience do you have manipulating and enhancing scanned or digital images to create |
| desired effects, using computers and specialized software? |
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| 20. Name a time when you produced computer-readable, digital images from film, using flatbed scanners and |
| photofinishing laboratories. |
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| 21. What have you found to be the best way to develop and print exposed film, using chemicals, touchup |
| tools, and developing and printing equipment, or send film to photofinishing laboratories for processing? |
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| 22. Name a time when your creativity or alternative thinking solved a problem in your workplace. |
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| 23. What factors do you consider when having to determine project goals, locations, and equipment needs by |
| studying assignments and consulting with clients or advertising staff? |
| |
| 24. Tell me about a time when you developed your own way of doing things or were self-motivated to finish |
| an important task. |
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| 25. Provide an example when you were able to prevent a problem because you foresaw the reaction of another |
| person. |
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| 26. Share an example when you successfully enhanced, retouched, and resized photographs and negatives, |

| using airbrushing and other techniques. |
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| 27. 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.) |
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| 28. What is the key to success when communicating with the public. |
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| 29. What kind of experience do you have employing a variety of specialized photographic materials and |
| techniques, including infrared and ultraviolet films, macro photography, photogrammetry and sensitometry? |
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| 30. How often do you engage in research to develop new photographic procedures and materials? Share an |
| example. |
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| 31. Share an experience in which your willingness to lead or offer an opinion helped your company. |
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| 32. Tell me about an experience in which you analyzed information and evaluated results to choose the best |
| solution to a problem. |
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| 33. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges |
| and results? |
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| 34. What are some long-range objectives that you developed in your last job? What did you do to achieve |
| them? |
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| 35. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, |
| develop, and direct the worker(s)? |
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| 36. Please share an experience in which you successfully taught a difficult principle or concept. How were you |
| able to be successful? |
| |
| 37. Share an experience in which you've successfully learned how to handle a new piece of equipment? |
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| 38. Share an example of a time you had to gather information from multiple sources. How did you determine |
| which information was relevant? |

| 39. Describe a time when you successfully persuaded another person to change his/her way of thinking or |
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| behavior. |
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| 40. Share an experience in which you successfully coordinated with others. How about a coordination effort |
| that was not as successful? |
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| 41. Share an experience when you applied new technology or information in your job. How did it help your |
| company? |
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