

Creative Services Director Interview Questions

1. Share your experience operating television or motion picture cameras to record scenes for television broadcasts, advertising, or motion pictures.

2. Tell me how you would adjust positions and controls of cameras, printers, and related equipment to change focus, exposure, and lighting.

3. Walk me through how you confer with directors, sound and lighting technicians, electricians, and other crew members to discuss assignments and determine filming sequences, desired effects, camera movements, and lighting requirements.

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

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

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

7. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

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

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

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

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 is the most challenging part of testing, cleaning, maintaining, and repairing broadcast equipment, including testing microphones, to ensure proper working condition?

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13. Share a process you would use to assemble studio sets, and select and arrange cameras, film stock, audio, or lighting equipment to be used during filming.

14. Name a time when you set up cameras, optical printers, and related equipment to produce photographs and special effects.

15. What kind of experience do you have editing video for broadcast productions, including non-linear editing?

16. What method have you found useful when composing and framing each shot, applying the technical aspects of light, lenses, film, filters, and camera settings to achieve the effects sought by directors?

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

18. 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.)

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

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

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

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

23. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

24. Have you ever prepared slates that describe the scenes being filmed? Share an example.

25. Tell me how you read and analyze work orders and specifications to determine locations of subject material, work procedures, sequences of operations, and machine setups.

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26. What kind of experience do you have directing studio productions? Share an experience.

27. How much do you try to stay current with new technologies in the field by reading trade magazines? How is it helpful?

28. What is the most challenging part of instructing camera operators regarding camera setups, angles, distances, movement, and variables and cues for starting and stopping filming?

29. What is the key to success with observing sets or locations for potential problems and to determine filming and lighting requirements?

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

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

32. 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.)

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

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

35. 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.)

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

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

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

39. Provide an example when your ethics were tested.

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

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

42. 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.