

Construction Supervisor Interview Questions

1. Describe methods you use to study specifications in blueprints, sketches, or building plans to prepare project layout and determine dimensions and materials required.

2. What kind of experience do you have building or repairing cabinets, doors, frameworks, floors, or other wooden fixtures used in buildings, using woodworking machines, carpenter's hand tools, or power tools?

3. Walk me through how you prepare cost estimates for clients or employers. What method did you find most effective?

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

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

9. What is the most challenging part of arranging for subcontractors to deal with special areas, such as heating or electrical wiring work? Share an example.

10. How do you stay up to date when it comes to following established safety rules and regulations and maintain a safe and clean environment?

11. Describe a method used to shape or cut materials to specified measurements, using hand tools, machines, or power saws.

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

13. Share a time when you willingly took on additional responsibilities or challenges. How did you

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successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

14. How much time do you spend maintaining records, document actions, and present written progress reports? Too much time?

15. Walk me through how you inspect ceiling or floor tile, wall coverings, siding, glass, or woodwork to detect broken or damaged structures.

16. Provide an example when your ethics were tested.

17. 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.)

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 your willingness to lead or offer an opinion helped your company.

20. What is the challenging part of selecting and ordering lumber or other required materials? How did you succeed?

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

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

25. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change?

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(Make sure the candidate is flexible.)

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

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

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

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

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

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

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

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

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

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. 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.

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

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

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

40. 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?

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

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

43. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?

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