

## Backhoe Operator Interview Questions

1. Tell me about your qualifications for and your experience handling vehicles and/or mechanized equipment.
2. Share an experience in which you've successfully learned how to handle a new piece of equipment?
3. Share an example when you effectively took actions to avoid potential hazards or obstructions, such as utility lines, other equipment, other workers, or falling objects.
4. What kind of experience do you have driving and maneuvering equipment equipped with blades in successive passes over working areas to remove topsoil, vegetation, or rocks or to distribute and level earth or terrain?
5. Tell me about a recent experience you've had working with your hands.
6. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.
7. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
8. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?
9. How do you stay fit in order to perform physical activities that are required in the workplace?
10. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
11. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
12. 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.)
13. Provide an example when your ethics were tested.

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14. 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.)

15. How well do you know how to start engines, move throttles, switches, or levers, or depress pedals to operate machines, such as bulldozers, trench excavators, road graders, or backhoes?

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

17. What have you found to be the best way to talk to clients and study instructions, plans, or diagrams to establish work requirements?

18. Walk me through how you would signal operators to guide movement of tractor-drawn machines.

19. What methods have you found effective to locate underground services, such as pipes or wires, prior to beginning work?

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

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

22. Share your approach to load and move dirt, rocks, equipment, or other materials, using trucks, crawler tractors, power cranes, shovels, graders, or related equipment.

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

24. What is the most challenging part of coordinating machine actions with other activities, positioning or moving loads in response to hand or audio signals from crew members? Share an example.

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25. Name a time when your patience was tested. How did you keep your emotions in check?
26. Share an experience in which your willingness to lead or offer an opinion helped your company.
27. Name a time when you operated tractors or bulldozers to perform such tasks as clearing land, mixing sludge, trimming backfills, or building roadways or parking lots
28. Have you ever performed specialized work, using equipment such as pile drivers, dredging rigs, drillers, or concrete pumpers? Share an example.
29. Share an experience you had in dealing with a difficult person and how you handled the situation.
30. Name a time when your creativity or alternative thinking solved a problem in your workplace.
31. 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.)
32. What kind of experience do you have operating loaders to pull out stumps, rip asphalt or concrete, rough-grade properties, bury refuse, or perform general cleanup?
33. When is the last time you operated equipment to demolish or remove debris or to remove snow from streets, roads, or parking lots?
34. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.
35. Provide a time when you dealt calmly and effectively with a high-stress situation.
36. Tell me how you organize, plan, and prioritize your work.
37. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
38. Share an experience in which you successfully coordinated with others. How about a coordination effort

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that was not as successful?

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

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

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

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

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

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