

## Bander Interview Questions

1. Walk me through how you manipulate controls, levers, and valves to start pumps, auxiliary equipment, or conveyors, and to adjust equipment positions, speeds, timing, and material flows.

2. Describe methods you use to weigh or measure materials and products, using scales or other measuring instruments, or read scales on conveyors that continually weigh products, in order to verify specified tonnages and prevent overloads.

3. What kind of experience do you have positioning deflector bars, gates, chutes, or spouts to divert flow of materials from one conveyor onto another conveyor?

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

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

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

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 collect samples of materials or products, checking them to ensure conformance to specifications or sending them to laboratories for analysis.

9. What have you found to be the best way to read production and delivery schedules, and confer with supervisors, to determine sorting and transfer procedures, arrangement of packages on pallets, and destinations of loaded pallets?

10. Describe an experience where you observed conveyor operations and monitor lights, dials, and gauges, in order to maintain specified operating levels and to detect equipment malfunctions.

11. What is the most challenging part of informing supervisors of equipment malfunctions that need to be addressed? Share an example.

12. Share an effective method to record production data such as weights, types, quantities, and storage locations of materials, as well as equipment performance problems and downtime.

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13. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
14. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
15. 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.)
16. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
17. Provide an example when your ethics were tested.
18. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
19. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?
20. Name a time when your patience was tested. How did you keep your emotions in check?
21. Provide a time when you dealt calmly and effectively with a high-stress situation.
22. Name a time where you had to contact workers in work stations or other departments to request movement of materials, products, or machinery, or to notify them of incoming shipments and their estimated delivery times.
23. Share an experience in which your willingness to lead or offer an opinion helped your company.
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. 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.)
26. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
27. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.
28. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
29. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.
30. Tell me about your qualifications for and your experience handling vehicles and/or mechanized equipment.
31. Share an experience you had in dealing with a difficult person and how you handled the situation.
32. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
33. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
34. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.
35. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.
36. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

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

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

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

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

41. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

42. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

43. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?

44. Tell me about your last experience doing repair work. How did you determine what tools you needed?

45. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)