

Skip Hoist Operator Interview Questions

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| 1. Tell me about your qualifications for and your experience handling vehicles and/or mechanized equipment. |
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| 2. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles. |
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| 3. Describe an experience when you moved levers, pedals, and throttles in order to stop, start, and regulated speeds of hoist or winch drums in response to hand, bell, buzzer, telephone, loud-speaker, or whistle signals, or by observing dial indicators or cable marks. |
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| 4. Describe an effective system to observe equipment gauges and indicators and hand signals of other workers in order to verify load positions and/or depths. |
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| 5. Share an experience in which you've successfully learned how to handle a new piece of equipment? |
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| 6. Tell me about a recent experience you've had working with your hands. |
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| 7. Tell me how you organize, plan, and prioritize your work. |
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| 8. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem. |
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| 9. 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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| 10. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective? |
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| 11. 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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| 12. 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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13. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

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

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

16. What is the most challenging part of signaling and assisting other workers loading or unloading materials?

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. Walk me through how you would tend auxiliary equipment such as jacks, slings, cables, or stop blocks, in order to facilitate moving items or materials for further processing.

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

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

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

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

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

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

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

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26. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

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

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

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

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

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

32. Provide an example when your ethics were tested.

33. Describe a time when you successfully provided personal assistance to a coworker or patron.

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

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

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

38. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles.

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39. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit your employer?

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

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

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

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

44. 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?

45. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?