

## Shafter Interview Questions

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

2. Share an experience in which you've successfully learned how to handle a new piece of equipment?

3. What kind of experience do you have installing, replacing, or changing machine parts and attachments, according to production specifications?

4. Walk me through how you start machines and observe mechanical operation to determine efficiency and to detect problems.

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

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

7. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

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

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

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

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

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

13. Tell me about a time when you successfully determined the cause of an operating error at your company and solved the problem.

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

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

16. Name a time when you lubricated or applied adhesives or other materials to machines, machine parts, or other equipment, according to specified procedures.

17. Share your approach when inspecting or testing damaged machine parts, and marking defective areas or advising supervisors of repair needs.

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

20. What is the most challenging part of dismantling machines and removing parts for repair, using hand tools, chain falls, jacks, cranes, or hoists?

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

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

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

24. Provide an example when your ethics were tested.

25. Describe an experience when you read work orders and specifications to determine machines and equipment requiring repair or maintenance.

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26. Name a time when your creativity or alternative thinking solved a problem in your workplace.
27. Name a time when your patience was tested. How did you keep your emotions in check?
28. 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.)
29. 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.)
30. Provide an example of when you were persistent in the face of obstacles.
31. Describe methods you have found effective when collaborating with other workers to repair or move machines, machine parts, or equipment.
32. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.
33. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles.
34. Share an experience in which your willingness to lead or offer an opinion helped your company.
35. What kind of experience do you have transporting machine parts, tools, equipment, and other material between work areas and storage, using cranes, hoists, or dollies?
36. Share an example when you removed hardened material from machines or machine parts, using abrasives, power and hand tools, jackhammers, sledgehammers, or other equipment.
37. 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.)

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

39. What factors do you consider when measuring, mixing, preparing, and testing chemical solutions used to clean or repair machinery and equipment?

40. Share an experience in which you oversaw the assembly, fabrication, construction, maintenance, or modification of equipment. How did you communicate to the staff what you wanted?

41. 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?

42. 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?

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

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

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