

## Spanner Interview Questions

1. Share an experience in which you've successfully learned how to handle a new piece of equipment?
2. Tell me about a recent experience you've had working with your hands.
3. How do you stay fit in order to perform physical activities that are required in the workplace?
4. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
5. Share an effective method you have used to ensure that products conform to quality standards.
6. Describe your experience operating machinery used in production processes.
7. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
8. Share your experience packing and storing materials and products.
9. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.
10. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
11. Provide an experience in which you effectively loaded and unloaded items from machines, conveyors, and/or conveyances.
12. Provide an experience in which you effectively prepared raw materials for processing.
13. Share an experience in which you effectively helped a production worker. What methods made you successful?
14. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

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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. Provide your experience reading gauges and charts.
17. Provide your experience cleaning and lubricating equipment.
18. Share an experience you had in dealing with a difficult person and how you handled the situation.
19. Share an experience in which you effectively mixed ingredients according to procedures and formulas.
20. Tell me how you organize, plan, and prioritize your work.
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 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.)
23. Describe your experience using power hoists.
24. Provide an effective method you have used to wash and keep clean work areas, machines, equipment, vehicles, and/or products.
25. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
26. Provide an example when your ethics were tested.
27. Share an experience in which you effectively changed machine gears.

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

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

30. Share an experience in which you successfully repaired a machine.

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

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

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

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

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

36. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?

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

38. 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.)

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

40. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.

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41. Share an experience when you applied new technology or information in your job. How did it help your company?
42. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?
43. Name a time when your creativity or alternative thinking solved a problem in your workplace.
44. Share an experience in which your willingness to lead or offer an opinion helped your company.
45. Give me an example of when you thought outside of the box. How did it help your employer?
46. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
47. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?