

## Trim Mechanic Interview Questions

1. Share an example where you followed supervisors' instructions as to which parts to restore or replace and how much time the job should take. Did you find it helpful?

2. What kind of experience do you have reviewing damage reports, prepared or reviewed repair cost estimates, and planned work to be performed?

3. Walk me through how you would fit and weld replacement parts into place, using wrenches and welding equipment, and grind down welds to smooth them, using power grinders and other tools.

4. Describe methods used to remove damaged sections of vehicles using metal-cutting guns, air grinders and wrenches, and install replacement parts using wrenches or welding equipment.

5. Tell me how you would chain or clamp frames and sections to alignment machines that use hydraulic pressure to align damaged components.

6. What procedures do you use to inspect repaired vehicles for proper functioning, completion of work, dimensional accuracy, and overall appearance of paint job, and test drive vehicles to ensure proper alignment and handling?

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

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

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

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

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

12. What kind of experience do you have filing, grinding, sanding and smoothing filled or repaired surfaces, using power tools and hand tools?

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13. Describe an experience where you had difficulty filling small dents that cannot be worked out with plastic or solder. Did you find a solution?

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

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

17. Share an approach to read specifications or confer with customers to determine the desired custom modifications for altering the appearance of vehicles.

18. Provide an example when your ethics were tested.

19. How do you stay fit in order to perform physical activities that are required in the workplace?

20. 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.)

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

22. Tell me how you would soak fiberglass matting in resin mixtures, and apply layers of matting over repair areas to specified thicknesses.

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

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

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

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

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 example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

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

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

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

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

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

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

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

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

37. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

38. What have you found to be the best way to monitor the performance of your work and/or the work of

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others? Share a time when you had to take corrective action.

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

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 your qualifications for and your experience handling vehicles and/or mechanized equipment.

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

44. 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.)

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

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

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

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

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