

## Dairy Manager Interview Questions

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

2. What is the most challenging part of observing animals for signs of illness, injury, or unusual behavior; notifying veterinarians or managers as warranted?

3. Walk me through how you would monitor animal care, maintenance, or breeding; or packing and transfer activities to ensure work is done correctly.

4. Name a time when you trained workers in animal care procedures, maintenance duties, and safety precautions. What method worked for you?

5. 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?

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

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

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

9. Share an experience when you applied new technology or information in your job. How did it help your 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 a time you had to gather information from multiple sources. How did you determine which information was relevant?

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

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13. Please share an experience in which you presented to a group. What was the situation and how did it go?
14. Tell me about a recent experience you've had working with your hands.
15. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
16. Give me an example of when you thought outside of the box. How did it help your employer?
17. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
18. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
19. Describe an experience when you treated animal illnesses or injuries, following experience or instructions of veterinarians.
20. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.
21. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
22. Share an experience in which you used new training skills, ideas, or a method to adapt to a new situation or improve an ongoing one. (Look for the candidate's ability to learn.)
23. What are some long-range objectives that you developed in your last job? What did you do to achieve them?
24. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
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

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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 attention to detail and thoroughness had an impact on your last company.

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

29. What kind of experience do you have investigating complaints of animal neglect or cruelty, and following up on complaints appearing to require prosecution? Share an experience.

30. Describe a system you have found helpful to study feed, weight, health, genetic, or milk production records in order to determine feed formulas and rations and breeding schedules.

31. Walk me through how you would confer with managers to determine production requirements, conditions of equipment and supplies, and work schedules.

32. What is the most challenging part of directing and assisting workers in maintenance and repair of facilities? Share an example.

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

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

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

36. Describe an experience when you operated euthanasia equipment to destroy animals. How do you feel about that?

37. Describe methods you have found effective to inspect buildings, fences, fields or ranges, supplies, and

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equipment in order to determine work to be performed.

38. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

39. Provide an example when your ethics were tested.

40. Tell me how you plan budgets and arrange for purchase of animals, feed, or supplies.

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

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

43. 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.)

44. What is the key to a successful budget?

45. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.

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

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

48. Tell me about your last experience recruiting, interviewing, or hiring an employee. What techniques did you find most effective in finding the right person for the job?

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

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

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