

## Lead Pony Rider Interview Questions

1. Tell me about a recent experience you've had working with your hands.
2. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
3. Describe your experience mixing food, liquid formulas, medications, and/or food supplements.
4. Share an effective method you have used to detect signs of illness, disease, or injury in animals.
5. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
6. Provide an experience in which you effectively treated a sick or injured animal.
7. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
8. Share an experience in which you effectively cleaned, organized, maintained, and disinfected animal quarters.
9. What is the state of your records of animal information? What is something you would like to improve?
10. Provide an experience in which you successfully performed animal grooming duties.
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 how you organize, plan, and prioritize your work.
13. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
14. Provide an example when your ethics were tested.

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

16. Share an effective method you have used to ensure the safety of humans and animals in public petting and feeding areas.

17. Describe your experience anesthetizing and inoculating animals.

18. Share an experience in which you answered a difficult patron question or provided a patron with information about his/her animal.

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

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. 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.)

22. Share an experience in which you successfully exercised animals.

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

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

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

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

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

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

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

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

31. Provide an experience in which you successfully installed or repaired animal care facility equipment.

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

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

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

35. Describe your experience training animals to perform certain tasks.

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

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

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

40. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.

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

42. What is the key to success when communicating with the public.

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

44. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.

45. Please share an experience in which you presented to a group. What was the situation and how did it go?

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

47. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

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

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

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