

Construction Project Supervisor Interview Questions

1. Share effective methods to inspect bridges, dams, highways, buildings, wiring, plumbing, electrical circuits, sewers, heating systems, or foundations during and after construction for structural quality, general safety, or conformance to specifications and codes.

2. What kind of experience do you have monitoring installation of plumbing, wiring, equipment, or appliances to ensure that installation is performed properly and is in compliance with applicable regulations?

3. Tell me how you review and interpret plans, blueprints, site layouts, specifications, or construction methods to ensure compliance to legal requirements and safety regulations.

4. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.

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

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

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

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

9. 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?

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

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

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

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

14. Would you consider analyzing data or information a strength? How so?

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

16. Walk me through how you conduct environmental hazard inspections to identify or quantify problems such as asbestos, poor air quality, water contamination, or other environmental hazards.

17. What is the most challenging part of examining lifting and conveying devices, such as elevators, escalators, moving sidewalks, lifts and hoists, inclined railways, ski lifts, and amusement rides to ensure safety and proper functioning?

18. Share a method you use to measure dimensions and verify level, alignment, or elevation of structures or fixtures to ensure compliance to building plans and codes.

19. Share an effective process to inspect and monitor construction sites to ensure adherence to safety standards, building codes, or specifications.

20. Describe an experience where you had to issue violation notices and stop-work orders, conferring with owners, violators, and authorities to explain regulations and recommend rectifications.

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

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

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

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

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

27. 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.)

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

29. 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?

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

31. 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.)

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

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

34. 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.

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

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

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

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

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39. 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?

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

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41. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.

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

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

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

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46. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?

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47. 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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48. 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?

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49. Describe an experience in which your ability to work well with others and reconcile differences helped your company or employer. (Make sure the candidate knows how to negotiate.)
50. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?