

## Ocean Clam Boat Captain Interview Questions

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

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

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

4. What kind of experience do you have steering vessels and operating navigational instruments?

5. How often do you need to maintain engines, fishing gear, and other on-board equipment; and perform minor repairs?

6. What have you found to be the best way to put fishing equipment into the water and anchor or tow equipment, according to the fishing method used?

7. Name a time when you located fish, using fish-finding equipment. What method did you find helpful?

8. What is the most challenging part of harvesting marine life for human or animal consumption, using diving or dredging equipment, traps, barges, rods, reels, and/or tackle?

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

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

11. What traits do you look for when you hire qualified crew members, and assign their duties?

12. Share an effective approach to direct fishing operations, and supervise fishing crew members.

13. Walk me through how you would plan fishing operations, establishing the fish to be sought, the fishing location, the method of capture, and the duration of the trip.

14. What kind of experience do you have computing positions and plotting courses on charts to navigate vessels, using instruments such as compasses, sextants, and charts?

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15. 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.)

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

17. What is the most challenging part of operating rowboats, dinghies, and/or skiffs to transport fishers, divers, and/or sponge hookers; or to tow and position fishing equipment?

18. Share an effective method to interpret weather and vessel conditions to determine appropriate responses.

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

20. Tell me how you monitor distribution of proceeds from sales of catches to ensure that crew members receive their prearranged portions.

21. What factors do you consider when you sell catches by contacting and negotiating with buyers or by sending catches to fish auctions?

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

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

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.

26. Walk me through how you estimate costs of operations and plan fishing season budgets accordingly.

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

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equipment.

28. Provide an example when your ethics were tested.

29. 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.)

30. Describe an experience when you participated in wildlife management, disease control, and research activities.

31. Share an experience when you shared fishing expertise through activities such as writing for fishing magazines, hosting television shows, or testing and endorsing fishing equipment.

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

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

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

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

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

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

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

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

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

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

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

43. 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.)

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

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

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

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

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

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

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