

## Scarfer Interview Questions

1. Tell me about your qualifications for and your experience handling vehicles and/or mechanized equipment.
2. Describe methods you have found effective to monitor machine cycles and mill operation to detect jamming and to ensure that products conform to specifications.
3. Walk me through how you would examine, inspect, and measure raw materials and finished products to verify conformance to specifications.
4. Share an experience in which you've successfully learned how to handle a new piece of equipment?
5. Tell me about a recent experience you've had working with your hands.
6. Share an experience when you applied new technology or information in your job. How did it help your company?
7. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.
8. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
9. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?
10. Tell me how you organize, plan, and prioritize your work.
11. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.
12. What have you found to be the best way to adjust and correct machine set-ups to reduce thicknesses, reshape products, and eliminate product defects?
13. Share your approach to reading rolling orders, blueprints, and mill schedules to determine setup specifications, work sequences, product dimensions, and installation procedures.

## Scarfer Interview Questions

14. Name a time when you manipulated controls and observe dial indicators in order to monitor, adjust, and regulate speeds of machine mechanisms.
15. What is the most challenging part of calculating draft space and roll speed for each mill stand in order to plan rolling sequences and specified dimensions and tempers?
16. Tell me about the last time when you started operation of rolling and milling machines to flatten, temper, form, and reduce sheet metal sections and to produce steel strips.
17. What factors do you consider when threading or feeding sheets or rods through rolling mechanisms, or start and control mechanisms that automatically feed steel into rollers?
18. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
19. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
20. Describe an experience when you directed and trained other workers to change rolls, operate mill equipment, remove coils and cobbles, and band and load material.
21. What kind of experience do you have selecting rolls, dies, roll stands, and chucks from data charts in order to form specified contours and to fabricate products?
22. Share an experience you had in dealing with a difficult person and how you handled the situation.
23. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles.
24. 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.
25. Walk me through how you would signal and assist other workers to remove and position equipment, fill

## Scarfer Interview Questions

hoppers, and feed materials into machines.
26. 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.)
27. 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.)
28. Provide an example when your ethics were tested.
29. Name a time when your patience was tested. How did you keep your emotions in check?
30. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
31. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
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 a time when you dealt calmly and effectively with a high-stress situation.
34. 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?
35. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?
36. Tell me about a time when you successfully determined the cause of an operating error at your company and solved the problem.
37. Tell me about the last time you performed routine maintenance on equipment. How did you determine

## Scarfer Interview Questions

when and what type of work was needed?

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

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

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

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

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

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

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

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

46. 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.)

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

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

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

Scarfer Interview Questions

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