

Mail Sorter Interview Questions

1. Tell me about a recent experience you've had working with your hands.
2. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
3. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
4. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
5. Provide an experience in which you monitored the operation of automatically fed machines.
6. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
7. Share an experience in which you cleared a difficult jam in sortation equipment.
8. Tell me how you organize, plan, and prioritize your work.
9. Provide an experience in which you effectively sorted and routed incoming mail.
10. Share an experience in which you identified and resolved a the cause of defects in mail machine output.
11. What factors do you consider when determining the manner in which mail is to be sent?
12. Share an experience in which you've successfully learned how to handle a new piece of equipment?
13. 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.)
14. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

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15. Describe your experience using tying machines or wrapping packages by hand.

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

17. Describe your experience operating computer-controlled keyboards and/or voice recognition equipment.

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

19. Provide your experience adjusting guides, rollers, loose card inserters, weighing machines, and tying arms.

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

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

22. Share an experience in which you accepted and checked containers of mail/parcels from large volume mailers, couriers, and/or contractors.

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

24. Share an experience in which you added ink, filled paste reservoirs, and changed machine ribbons when necessary.

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

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

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

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28. Provide an example when your ethics were tested.
29. Describe your experience using equipment such as forklifts and automated "trains."
30. 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?
31. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
32. Provide an example of when you were persistent in the face of obstacles.
33. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?
34. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
35. 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.)
36. 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.
37. 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.)
38. Would you consider analyzing data or information a strength? How so?
39. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
40. Name a time when your creativity or alternative thinking solved a problem in your workplace.

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

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

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

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

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

46. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

47. Provide your experience operating embossing machines and/or typewriters.

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

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

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

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