

## Training Lieutenant Interview Questions

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

2. Walk me through how you would maintain order, discipline, and security within assigned areas in accordance with relevant rules, regulations, policies, and laws.

3. What is the most challenging part of maintaining knowledge of, comply with, and enforce all institutional policies, rules, procedures, and regulations?

4. Describe methods you have found effective to supervise and direct the work of correctional officers to ensure the safe custody, discipline, and welfare of inmates.

5. 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?

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

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

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

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

10. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to 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?

13. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate,

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develop, and direct the worker(s)?
14. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
15. Please share an experience in which you presented to a group. What was the situation and how did it go?
16. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
17. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?
18. Describe an experience when you restrained, secured, or controlled offenders, using chemical agents, firearms, or other weapons of force as necessary.
19. How would you respond to emergencies, such as escapes? Share an experience if you participated.
20. Would you consider analyzing data or information a strength? How so?
21. Provide an example when your ethics were tested.
22. 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.)
23. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
24. Provide a time when you dealt calmly and effectively with a high-stress situation.
25. What have you found to be the best way to monitor behavior of subordinates to ensure alert, courteous, and professional behavior toward inmates, parolees, fellow employees, visitors, and the public?
26. Share an effective approach to supervise or perform searches of inmates or their quarters to locate

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contraband items.
27. Name a time when your patience was tested. How did you keep your emotions in check?
28. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.
29. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.
30. Share an experience in which your willingness to lead or offer an opinion helped your company.
31. Tell me about your last experience recruiting, interviewing, or hiring an employee. What techniques did you find most effective in finding the right person for the job?
32. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
33. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
34. What are some long-range objectives that you developed in your last job? What did you do to achieve them?
35. What kind of experience do you have developing work or security procedures?
36. Describe to me how you would supervise or provide security for offenders performing tasks, such as construction, maintenance, laundry, food service, or other industrial or agricultural operations.
37. Name a time when you carried injured offenders or employees to safety and provide emergency first aid when necessary.
38. Give me an example of when you thought outside of the box. How did it help your employer?
39. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change?

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(Make sure the candidate is flexible.)

40. What is the most challenging part of resolving problems between inmates? Share an experience.

41. 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.)

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

43. 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.)

44. What have you found to be the best way to examine incoming or outgoing mail to ensure conformance with regulations? Share an experience.

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

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

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

48. 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.)

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

50. 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.)

51. Share an example of when you established and accomplished a goal that was personally challenging. What

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helped you succeed?
52. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
53. Name a time when your creativity or alternative thinking solved a problem in your workplace.