

## Plant Changer Interview Questions

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

2. 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?

3. Share your approach to effectively insert shims, adjusted tension on nuts and bolts, or position parts, using hand tools and measuring instruments, to set specified clearances between moving and stationary parts.

4. What kind of experience do you have aligning machines and equipment, using hoists, jacks, hand tools, squares, rules, micrometers, and plumb bobs?

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

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

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

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

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

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

11. Share an experience in which you successfully installed a difficult piece of equipment. What made the situation so difficult?

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

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

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14. Give me an example of when you thought outside of the box. How did it help your employer?
15. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
16. Tell me about the last time you performed routine maintenance on equipment. How did you determine when and what type of work was needed?
17. Provide an example when your ethics were tested.
18. What is the most challenging part of signaling crane operator to lower basic assembly units to bedplate, and align unit to centerline? Have you developed your own system?
19. Name a time when your patience was tested. How did you keep your emotions in check?
20. 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.)
21. Tell me how you would level bedplate and establish centerline, using straightedge, levels, and transit.
22. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
23. When is the last time you moved machinery and equipment, using hoists, dollies, rollers, and trucks? How often do you do this type of work?
24. Tell me about your last experience doing repair work. How did you determine what tools you needed?
25. Tell me about a time when you successfully determined the cause of an operating error at your company and solved the problem.
26. What have you found to be the best way to assemble machines, and bolt, weld, rivet, or otherwise fasten

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them to foundation or other structures, using hand tools and power tools?

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

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

29. Describe an experience when you positioned steel beams to support bedplates of machines and equipment, using blueprints and schematic drawings, to determine work procedures.

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

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

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

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

34. Walk me through how you would fabricate and dismantle parts, equipment, and machines using a cutting torch or other cutting equipment.

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

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

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

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

40. 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.

41. What factors do you consider when troubleshooting equipment, electrical components, hydraulics, or other mechanical systems?

42. Share an example when you connected power unit to machines or steam piping to equipment, and test unit to evaluate its mechanical operation.

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

44. 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.)

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

46. What kind of experience do you have operating engine lathe to grind, file, and turn machine parts to dimensional specifications?

47. What are some long-range objectives that you developed in your last job? What did you do to achieve them?

48. Describe an experience when you installed robot and modify its program, using teach pendant.

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

50. Describe a time when you were able to select the best tool to do a job. How did you use reasoning skills to make the best choice?

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51. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.
52. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.
53. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.