

## Retort Operator Interview Questions

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

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

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

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

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

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

7. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.

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

9. Describe your experience operating and controlling cooking and preparation equipment.

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

11. Provide an effective method you have used to keep equipment and cooking areas clean and sterile.

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

13. Share an experience in which you adjusted controls to maintain appropriate temperature, pressure, and flow of ingredients.

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

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15. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.
16. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
17. Share your experience measuring and weighing ingredients.
18. Share an experience in which your willingness to lead or offer an opinion helped your company.
19. Describe your experience using hoists and conveyors.
20. Provide an experience in which you effectively examined product samples during production.
21. 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.)
22. Name a time when your patience was tested. How did you keep your emotions in check?
23. Provide an experience in which you effectively operated auxiliary machines and equipment.
24. 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.)
25. 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?
26. Provide a time when you dealt calmly and effectively with a high-stress situation.
27. Provide an example of when you were persistent in the face of obstacles.

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

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

30. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?

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

32. Provide an example when your ethics were tested.

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

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

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

37. 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?

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

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

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

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

42. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

43. 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.

44. Describe a time when you successfully provided personal assistance to a coworker or patron.

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

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

47. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.

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

49. What is the most challenging part of budgeting for you?

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

51. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles.

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

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53. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.
54. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?