

## Expressman Interview Questions

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

2. Share an experience in which you effectively wrote customer orders and/or sales contracts.

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

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

5. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

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

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

8. Provide your experience collecting money and making change.

9. Share an experience in which you listened to and resolved a difficult customer complaint.

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

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

12. Provide an example when your ethics were tested.

13. What is the key to success when communicating with the public.

14. Share an effective method you have used to call on prospective customers and to solicit new business. Share an experience.

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15. What factors do you consider when loading trucks and planning routes? Share an experience.

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

17. 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.)

18. Provide an effective method you have used to arrange merchandise and sales promotion displays.

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

20. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.

21. Share an experience in which you effectively cleaned and maintained trucks and food-dispensing equipment. What methods made you successful?

22. Provide an effective method you have used to inform customers of new products/services and price changes.

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

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

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

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

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

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

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

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

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

32. Provide an experience in which you effectively sold food specialties to office workers and patrons of sports events. What methods led to your success?

33. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

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

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

36. 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.)

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

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

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choose the most appropriate action.

40. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit your employer?

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

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

43. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.

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

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

46. 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.)

47. 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.

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

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

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

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

53. 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?

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

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