

## Marshmallow Maker Interview Questions

1. Describe your experience setting up, operating, and tending equipment.

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

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

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

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

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

7. Share your experience following recipes.

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

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

10. Provide an effective method you have used to keep vats and factory processing areas clean and sterile.

11. Provide an experience in which you modified cooking or forming operations to achieve desired qualities.

12. Provide an experience in which you adjusted equipment to maintain product quality.

13. Share your experience measuring and weighing ingredients.

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

15. Share an experience in which you examined, felt, and tasted product samples for evaluation.

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16. Share an experience in which you identified a malfunction with equipment.

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

18. What factors do you consider when determining mixing sequences? Share an experience. (Be sure the candidate has knowledge of temperature effects and the solubility of ingredients.)

19. Describe your experience operating refining machines.

20. Provide an experience in which you directed other workers assisting in batchmaking. What methods made you successful?

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

22. Tell me about a successful recipe which you formulated or modified.

23. 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.)

24. Describe your experience homogenizing and/or pasteurizing material.

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

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. Provide an example when your ethics were tested.

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

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

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

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

32. 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?

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

34. 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.)

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

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

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

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

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

40. 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.)

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

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

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

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

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

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

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

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

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

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

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

53. 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?

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

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

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