

Instructor Interview Questions

1. Give me an example of when you thought outside of the box. How did it help your employer?
2. Describe a method you have found effective for informing students of procedures for completing and submitting class work.
3. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
4. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.
5. Share an experience when you applied new technology or information in your job. How did it help your company?
6. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
7. Provide an example when your ethics were tested.
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. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?
11. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
12. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
13. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the

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situation and outcome?
14. Share an experience in which your willingness to lead or offer an opinion helped your company.
15. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?
16. Please share an experience in which you presented to a group. What was the situation and how did it go?
17. Share an experience in which you successfully taught a lower-level course. What methods made you successful? What is something you would like to improve upon?
18. Provide an experience in which you effectively demonstrated the use of laboratory equipment and/or effectively enforced laboratory rules.
19. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
20. Provide a time when you dealt calmly and effectively with a high-stress situation.
21. Provide an example of when you were persistent in the face of obstacles.
22. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
23. Describe an experience in which you identified the need for modification in a laboratory project.
24. Provide an effective method you have used to evaluate and grade students' work.
25. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
26. Tell me about effective teaching materials you have developed.

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27. Share an experience in which you successfully met a tight deadline.
28. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
29. Share an experience in which you assisted someone with laboratory or field research.
30. Name a time when your patience was tested. How did you keep your emotions in check?
31. 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.)
32. Would you consider analyzing data or information a strength? How so?
33. 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.)
34. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
35. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
36. Provide an experience in which meeting with a supervisor helped you to improve your teaching or a similar skill.
37. Share an experience in which you prepared a successful examination. Name one thing you would like to improve in future examinations.
38. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.
39. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was

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the impact?

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

41. Share an experience in which meeting with a supervisor helped you in your work.

42. 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.)

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. What audiovisual equipment are you familiar with? Share an experience in which you assisted someone in the use of audiovisual equipment.

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

46. Provide an experience in which you held student conferences.

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

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

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

50. 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?

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

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52. 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?

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

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

55. 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.)

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