

Research Specialist Interview Questions

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| 1. Tell me how you organize, plan, and prioritize your work. |
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| 2. Share an experience in which you successfully conducted research. What methods did you find effective? |
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| 3. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.) |
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| 4. Share an experience when you applied new technology or information in your job. How did it help your company? |
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| 5. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem. |
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| 6. Would you consider analyzing data or information a strength? How so? |
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| 7. Share an effective approach to working with a large amount of information/data. How has your approach affected your company? |
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| 8. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond? |
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| 9. 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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| 10. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact? |
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| 11. 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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| 12. Give me an example of when you thought outside of the box. How did it help your employer? |
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| 13. Share an experience in which your attention to detail and thoroughness had an impact on your last company. |

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14. Share an experience in which you successfully isolated, identified, and prepared specimens for examination.

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

16. Share a time when you successfully used scientific rules or methods to solve a problem at work.

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

18. Share an effective method you have used to detect the presence of disease or other problems in animals and specimens.

19. Provide an experience in which conducting standardized tests and/or laboratory analyses helped you to effectively evaluate the quantity or quality of substances in a product.

20. Provide an example when your ethics were tested.

21. What is the state of your logs of work activities? What is one thing you would like to improve?

22. Provide an effective method you have used to analyze experimental data and to interpret results.

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

24. Describe an experience in which your participation in the research, development, or manufacturing of medicinal or pharmaceutical preparations benefited your company.

25. 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.)

26. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a

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| solution. How did the solution benefit your employer? |
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| 27. Share an effective method you have used to ensure that laboratory work complies with standards. |
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| 28. Describe the computer, robotic, and/or industrial equipment and applications which you have used. |
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| 29. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action. |
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| 30. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.) |
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| 31. Provide an experience in which you effectively provided support or services for a scientist or engineer. |
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| 32. Share an effective method you have used to clean, maintain, and prepare supplies and work areas. |
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| 33. 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.) |
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| 34. Tell me about a recent experience you've had working with your hands. |
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| 35. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem. |
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| 36. Provide an experience in which you successfully solved a difficult problem with laboratory or field equipment. |
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| 37. 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. |
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| 38. Please share an experience in which you presented to a group. What was the situation and how did it go? |
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| 39. Provide an example of when you were persistent in the face of obstacles. |
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40. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

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

42. Share an experience in which you conducted or supervised an operational program, e.g. a fish hatchery.

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

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

45. 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?

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

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

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

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

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

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

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

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

54. Tell me about a time when you successfully determined the cause of an operating error at your company and solved the problem.

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

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

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

58. 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.)