

Designer Interview Questions

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| 1. Give me an example of when you thought outside of the box. How did it help your employer? |
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| 2. Provide an method you have used to draft effective diagrams and specifications for instructions to installation crews. |
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| 3. Share an experience you had in dealing with a difficult person and how you handled the situation. |
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| 4. 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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| 5. Share an experience in which you oversaw the assembly, fabrication, construction, maintenance, or modification of equipment. How did you communicate to the staff what you wanted? |
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| 6. Tell me how you organize, plan, and prioritize your work. |
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| 7. Share an experience when you applied new technology or information in your job. How did it help your company? |
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| 8. 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? |
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| 9. Share an effective approach to working with a large amount of information/data. How has your approach affected your company? |
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| 10. Provide an example when your ethics were tested. |
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| 11. Share an experience in which your attention to detail and thoroughness had an impact on your last company. |
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| 12. What is your experience with computer-aided drafting equipment? How about conventional drafting stations? |
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| 13. Please share an experience in which you presented to a group. What was the situation and how did it go? |
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14. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

15. 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.)

16. Share an experience in which conferring with personnel helped you to resolve a difficult problem.

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

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

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

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

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

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

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

24. Share an effective method you have used to measure factors that affect installation and arrangement of equipment.

25. Tell me about a successful documentation package you assembled or an effective drawing set you produced.

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

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| respond? |
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| 27. How do you ensure that construction drawings and cost estimates are accurate and conform to standards and regulations? |
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| 28. Share an experience in which your willingness to lead or offer an opinion helped your company. |
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| 29. 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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| 30. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task. |
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| 31. Provide an effective method you have used to draw sketches of installation sites. |
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| 32. Share an effective method you have used to prepare and interpret specifications. |
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| 33. What factors do you consider when determining the order of work and/or method of presentation? |
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| 34. Share an experience in which you successfully explained a drawing to a production or construction team. |
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| 35. Name a time when your creativity or alternative thinking solved a problem in your workplace. |
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| 36. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.) |
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| 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.) |
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| 38. Provide a time when you dealt calmly and effectively with a high-stress situation. |
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| 39. Share an experience in which you successfully supervised and trained personnel. What methods made you successful? |

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

41. 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.)

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

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

44. Tell me about a time when your ability to analyze needs and product requirements helped you create an effective design or make an informed decision to benefit your company.

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

46. Share an effective method you have used to reproduce working drawings.

47. Tell me about a technical report you wrote or a chart you drew which effectively displayed statistics and data. What is one thing you would have liked to change?

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

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

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

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

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

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

55. 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.

56. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

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

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

59. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?