

## Small Animal Caretaker Interview Questions

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

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

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

4. Share an experience in which you effectively held an animal during a veterinary procedure.

5. Provide an effective method you have used to maintain a clean and disease free environment.

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

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

8. Describe your experience administering medications, immunizations, and/or blood plasma.

9. Provide an experience in which you helped a veterinarian determine the nature of an illness or injury.

10. Share an experience in which you effectively provided emergency first aid to a sick or injured animal.

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

12. Describe your experience performing routine laboratory tests and diagnostic tests.

13. 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.)

14. Provide an experience in which you examined an animal and identified a change or symptom that required further treatment or investigation.

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15. Share your experience administering anesthetics.

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

17. Share an experience in which you collected laboratory specimens.

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

19. Provide an example when your ethics were tested.

20. Share an experience in which you effectively assisted in the euthanasia of an animal and/or disposal of a corpse.

21. What factors do you consider when preparing feed for animals?

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

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

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

25. Provide an effective method you have used to educate clients on animal health and behavior. Share an experience.

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

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

28. Describe your experience performing enemas, catheterizations, ear flushes, intravenous feedings, and gavages.

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

30. Share your experience performing office reception duties.

31. Describe a time when you successfully provided personal assistance to a coworker or patron.

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

33. Provide an effective method you have used to exercise animals.

34. Tell me about your experience performing hygiene-related duties, e.g. clipping claws.

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

36. 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.)

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

38. 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.)

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

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

41. Share an effective method you have used to control insect pests around animals.

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42. Describe your experience performing accounting duties.

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

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

45. 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.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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