

## Mountain Bike Guide Interview Questions

1. Share an experience you had in dealing with a difficult person and how you handled the situation.
2. What factors do you consider when planning tour itineraries? Share an experience.
3. What is the key to success when communicating with the public.
4. Tell me how you organize, plan, and prioritize your work.
5. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
6. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
7. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
8. Provide an experience in which you resolved a difficult problem with an itinerary, service, or accommodation.
9. Describe your experience selling travel packages.
10. Share an experience in which you effectively arranged for tour details, e.g. accommodations or medical personnel.
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 experience in which your ability to actively find ways to help people improved your company or your own work ethic.

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

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

16. 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.)

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

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

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

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

21. 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.)

22. What factors do you consider when evaluating services received on tours?

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

24. Provide an example when your ethics were tested.

25. 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.)

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

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

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

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

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

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

32. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?

33. Provide an experience in which you effectively attended to the special needs of a tour participant.

34. Share an effective method you have used to give advice on sightseeing and shopping.

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

36. Share an experience in which you effectively administered first aid to an individual.

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

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 your experience piloting airplanes and driving land and water vehicles.

40. Provide an effective method you have used to help tourists obtain permits, documents, and to exchange currency.

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

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

43. Describe an experience in which your ability to work well with others and reconcile differences helped your company or employer. (Make sure the candidate knows how to negotiate.)

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

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

46. 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?

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

48. Share your experience setting up camps and/or preparing meals for groups.

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

50. Provide an experience in which you successfully instructed a group in climbing techniques, mountaineering, wilderness survival, the use of equipment, and/or a similar skill. What methods made you successful?

51. 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?

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

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53. 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.

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

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. What is the most challenging part of budgeting for you?

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

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

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

60. Share an effective method you have used to ensure compliance with hunting and fishing laws.

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

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