

## Certified Surgical Technologist (cst) Interview Questions

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

2. Share an experience in which you effectively assisted a surgeon during a difficult operation.

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

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

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

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

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

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

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

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

11. 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?

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

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

14. Share an example of a time you had to gather information from multiple sources. How did you determine

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which information was relevant?

15. Describe your experience preparing patients for surgery.

16. Provide an experience in which monitoring operating room conditions helped you to identify the needs of a patient or surgeon.

17. Share an experience in which you applied dressings and bandages following surgery.

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

19. Share your experience preparing and caring for tissue specimens.

20. Describe your experience operating sterilizers, suction machines, and/or diagnostic equipment.

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

22. Provide an experience in which you assisted a surgeon, surgical nurse, or anesthesiologist on a difficult technical matter.

23. Provide an example when your ethics were tested.

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

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

26. 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.

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

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28. 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.)
29. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
30. 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.)
31. Share an experience in which you effectively observed a patient's vital signs and assessed the patient's physical condition.
32. What is the state of your records of surgical procedures? What is something you are trying to improve?
33. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
34. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
35. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
36. Provide an example of when you were persistent in the face of obstacles.
37. 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?
38. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
39. Share an experience in which personal connections to coworkers or others helped you to be successful in

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your work. (Make sure candidate works well with others.)

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

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

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

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

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

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

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

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

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

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

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

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

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

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53. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.
54. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.
55. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?
56. Share an experience in which you've successfully learned how to handle a new piece of equipment?
57. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.
58. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?
59. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?
60. 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.)
61. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?
62. What are some long-range objectives that you developed in your last job? What did you do to achieve them?
63. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.
64. 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?

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

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

67. Tell me about the last time you performed routine maintenance on equipment. How did you determine when and what type of work was needed?