

Payroll Examiner Interview Questions

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

2. Share an effective method you have used to monitor the activities of institutions and ensure legality of transactions and operations or financial solvency.

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

4. 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?

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

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

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

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

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

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

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

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

Payroll Examiner Interview Questions

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

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

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

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

17. 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?

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

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

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

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

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

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

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

Payroll Examiner Interview Questions

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

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

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

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

29. Provide a time when you accurately determined the impact of a new, proposed, or revised law, regulation, policy, or procedure.

30. 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.

31. 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.)

32. 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?

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

34. Provide an example when your ethics were tested.

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

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

37. How do you balance cooperation with others and independent thinking? Share an example. (Try to

Payroll Examiner Interview Questions

determine if the candidate has a cooperative attitude or is otherwise good-natured.)
38. Tell me about a time when you successfully trained another examiner. What methods made you a successful trainer?
39. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
40. Describe a guideline you established and implemented for a procedure or policy.
41. Share an experience in which you effectively supervised the work of subordinates. What made you a successful supervisor?
42. Tell me about your last experience recruiting, interviewing, or hiring an employee. What techniques did you find most effective in finding the right person for the job?
43. Share an effective method you have used to ensure compliance with laws and regulations or to protect solvency of institutions.
44. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
45. What details do you include in the reports you prepare? What is one thing you would like improve in your reports?
46. Provide a time when examining the minutes of meetings has helped you in your work.
47. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
48. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
49. Share a time when you willingly took on additional responsibilities or challenges. How did you

Payroll Examiner Interview Questions

successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

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

51. Share an effective method you have used to ensure that internal control procedures are followed.

52. Tell me about a meeting you directed which helped you gather important information.

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

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

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

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

57. Share an experience in which you recommended the acceptance of a merger, acquisition, new establishment, or registration. How about one which you did not recommend acceptance of?

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

59. 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.)

60. Provide a time when you made a successful recommendation by evaluating a data processing application.

61. Describe a difficult problem you solved concerning financial integrity of a banking institution.

62. Share an effective method you have used to find specific weaknesses in the internal financial routines of companies.

Payroll Examiner Interview Questions

63. Name a time when your creativity or alternative thinking solved a problem in your workplace.
64. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.
65. Share an experience in which conferring with real estate, securities, or financial institution officials has helped you in your work.
66. 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.)
67. What is the key to success when communicating with the public.
68. 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.