

## Refurbish Technician (refurb Tech) Interview Questions

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

2. Share an experience in which your knowledge of electronic theory and components helped you to assemble an electronic unit.

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

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

5. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles.

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

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

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

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

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

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

12. 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.)

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

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14. 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?

15. Provide an effective method you have used to determine the need for adjustment of electronics units.

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

17. Share an experience in which you successfully performed preventative maintenance or calibration of equipment or systems.

18. 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.)

19. Provide an example when your ethics were tested.

20. Share an experience in which you successfully adjusted or replaced a defective circuitry or electronic component.

21. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.

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

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

24. What is the state of your reports and records? Name one thing you would like to improve.

25. 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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26. Describe an effective prototype you built from a rough sketch or plans.

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27. Provide an experience in which working with manufacturers or field representatives helped you to identify and/or resolve equipment malfunctions.

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

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30. Share an effective method you have used to document testing and/or operation of equipment.

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

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

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

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

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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. 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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37. Share an experience in which you solved a difficult user problem.

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

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39. Tell me about a time when you successfully determined the cause of an operating error at your company and solved the problem.

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40. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
41. Share an experience in which you successfully designed a circuitry or draft sketch.
42. What is the state of your documentation? What is one thing you are trying to improve?
43. Name a time when your patience was tested. How did you keep your emotions in check?
44. Provide an effective method you have used to research equipment needs, sources, prices, and/or operational costs.
45. Describe an effective computer or microprocessor software program which you wrote.
46. 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.
47. 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.
48. Provide an effective method you have used to maintain a knowledge of state-of-the-art tools and/or software.
49. Provide a time when you dealt calmly and effectively with a high-stress situation.
50. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
51. Tell me about an effective preventative maintenance procedure which you developed or upgraded.
52. Would you consider analyzing data or information a strength? How so?

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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. Tell me about your last experience doing repair work. How did you determine what tools you needed?

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

56. 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?

57. 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.)

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

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

60. Share an effective method you have used to determine satellite signal level and recommend locations.

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

62. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.

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

64. 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?

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

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helped your employer.

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

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

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

69. 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?

70. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?