

Joiner Interview Questions

1. Share an experience you had in dealing with a difficult person and how you handled the situation.
2. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
3. Share an experience when you applied new technology or information in your job. How did it help your company?
4. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
5. Tell me about a recent experience you've had working with your hands.
6. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
7. Share an experience in which you've successfully learned how to handle a new piece of equipment?
8. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
9. Tell me how you organize, plan, and prioritize your work.
10. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.
11. 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.)
12. Name a time when your patience was tested. How did you keep your emotions in check?
13. 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.)

Joiner Interview Questions

14. Provide an example when your ethics were tested.
15. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
16. Provide a time when you dealt calmly and effectively with a high-stress situation.
17. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
18. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
19. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
20. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
21. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
22. Provide an example of when you were persistent in the face of obstacles.
23. Share an experience in which your willingness to lead or offer an opinion helped your company.
24. 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.
25. Name a time when your creativity or alternative thinking solved a problem in your workplace.
26. 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.)

Joiner Interview Questions

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

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

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

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

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

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

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

34. Provide your experience uploading digital images onto websites.

35. Describe your experience using densitometers and sensitometers.

36. Share an experience in which you effectively spliced broken and separated film and mounted film on reels.

37. Describe your experience shading negatives and photographs with pencils.

38. Provide an experience in which you produced timed prints with separate densities and color settings for each scene of a production.

39. Share an experience in which you effectively inked borders and lettering on illustrations. What methods made you successful?

Joiner Interview Questions

40. Provide an experience in which you exposed filmstrips to progressively timed lights and compared the effects of various exposure times.

41. Share an experience in which you effectively used color analyzers to examine the quality of film fades and dissolves.

42. What do you look for when examining drawings, negatives, and photographic prints in order to determine appropriate coloring, shading, accenting, or other changes for retouching or restoration?

43. Describe the methods you have used to dry prints and negatives.

44. Provide an experience in which you used oil colors and airbrushes to color photographs. How did you produce a natural, lifelike appearance?

45. Share an effective method you have used to clean and maintain photoprocessing and/or darkroom equipment. Provide an experience.

46. What factors do you consider when setting machine controls?

47. Provide an experience in which you effectively started exposure to duplicate originals, photographs, and/or negatives.

48. Share an effective method you have used to ensure quality computer-processed digital images.

49. Provide an experience in which you successfully retouched a negative or original to correct a defect.

50. Share an experience in which you reprinted originals for enlargement.

51. Tell me about other special photographic equipment you have experience operating, such as equipment to transfer film to videotape or to produce enlargements.

52. Provide an experience in which you operated scanners and other computer equipment to digitize negatives, photographic prints, and other images.

Joiner Interview Questions

53. Describe your experience operating machines to prepare circuit boards and to expose, develop, etch, fix, wash, dry, and print film/plates.

54. Describe your experience measuring and mixing chemicals to prepare solutions for processing.

55. What is the state of your records (e.g. types of processing completed or materials used)? Name one thing you would like to improve.

56. Share your experience loading digital images onto computers from cameras and storage devices.

57. Provide an experience in which you immersed film , negatives, paper, and prints in solutions in the photographic development process.

58. Share an experience in which you identified a defect in a developed print.

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

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

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

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

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

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

65. Describe an experience in which you successfully controlled the operation of a difficult system. What

Joiner Interview Questions

made you successful?

66. 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?

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

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

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

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

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