

Training Director Interview Questions

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

2. Share an experience in which you identified an illness or unhealthy condition in an animal.

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

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

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

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

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

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

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

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

11. Describe your experience instructing jockeys in the handling of horses during races.

12. Share an experience in which you trained a horse or other equine. How did you apply your knowledge to be more effective?

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

14. Tell me about the commands you have used to condition horses to carry riders or pull equipment. Share an experience in which you were successful.

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

16. Share an experience in which you effectively retrained a horse to break a bad habit.

17. Describe your experience training dogs in human assistance and/or property protection.

18. Describe your experience administering prescribed medications to animals.

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

20. Describe how you evaluated animals to determine their temperaments, abilities, and aptitudes for training.

21. Share an effective method you have used to familiarize animals with human voices and contact.

22. Provide an experience in which you provided general care for animals.

23. Tell me about an effective training program which you conducted.

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

25. What is the state of your records of animal health, diet, and behavior? Name one thing you would like to improve in your record-keeping.

26. Provide an example when your ethics were tested.

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

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

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29. 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.)

30. 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?

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

32. Provide your experience training animals for performance, such as television, film, stage, or circus.

33. Provide an experience in which you successfully advised someone on the purchase of a specific animal.

34. Tell me about an animal show which you organized and/or conducted.

35. Share an experience in which you arranged for mating of stallions and mares and/or assisted a mare during foaling.

36. 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?

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

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

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

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

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

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

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

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

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

46. 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.

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

48. 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.)

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

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

51. 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.)

52. 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.)

53. Share an experience in which you successfully coordinated with others. How about a coordination effort

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that was not as successful?

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

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

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

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

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

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

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

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

62. 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?

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

64. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.

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

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

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

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

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

70. 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.)

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

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