

## Weight Training Instructor Interview Questions

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

2. Share an effective method you have used to ensure that participants perform skills effectively.

3. 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?

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

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

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

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

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

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

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

17. 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.)

18. 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.)

19. Provide an experience in which you instructed a participant on maintaining exertion levels to maximize the benefits of exercise routines.

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

21. Tell me about a routine which you planned. What factors did you consider when planning the routine?

22. Describe an effective method you have used to accommodate different fitness levels during classes.

23. Provide an example when your ethics were tested.

24. Tell me about a training program which you developed based on an individual's abilities, needs, and physical condition.

25. Provide an experience in which you effectively taught breathing techniques for use during physical exertion.

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

27. Provide an experience in which you successfully maintained fitness equipment.

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28. Provide an effective method you have used to enforce safety rules and regulations.

29. Share an experience in which you adapted a program to better meet a participant's needs.

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

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

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

33. 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.)

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

35. 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.)

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

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

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

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

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

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41. Share an experience in which you successfully provided students with information and resources regarding nutrition, weight control, and/or lifestyle issues.

42. 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.

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 you effectively taught correct use of gymnastic and training equipment.

45. Provide an experience in which you effectively administered first aid.

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

47. Tell me about an effective physical education program which you planned. How did you promote development of physical attributes and social skills?

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

49. Provide your experience wrapping body parts to support muscles and ligaments.

50. Describe your experience organizing, leading, or refereeing indoor and outdoor games.

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

52. Share an experience in which you taught individual and/or team sports.

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

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

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

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

57. Provide an experience in which you promoted health clubs through membership sales.

58. Share an effective method you have used to advise clients on proper clothing and shoes.

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

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

61. Describe your experience massaging body parts to relieve soreness, strains, and bruises.

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

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

64. Share your experience advising participants in the use of heat and/or ultraviolet treatments and hot baths.

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

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

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behavior.

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

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

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

70. 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?

71. 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.

72. 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?