| 1. Give me an example of when you thought outside of the box. How did it help your employer? |
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| 2. Share an effective method you have used to enforce rules and regulations. |
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| 3. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task. |
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| 4. Describe a time when you successfully provided personal assistance to a coworker or patron. |
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| 5. Share an experience you had in dealing with a difficult person and how you handled the situation. |
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| 6. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.) |
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| 7. How do you stay fit in order to perform physical activities that are required in the workplace? |
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| 8. Tell me how you organize, plan, and prioritize your work. |
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| 9. 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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| 10. What is the key to success when communicating with the public. |
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| 11. 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? |
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| 12. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful? |
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| 13. Provide an example when you were able to prevent a problem because you foresaw the reaction of another |
| person. |
| 14. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant? |

| 15. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic. |
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| 16. Please share an experience in which you presented to a group. What was the situation and how did it go? |
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| 17. 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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| 18. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond? |
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| 19. Provide an example when your ethics were tested. |
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| 20. Name a time when your patience was tested. How did you keep your emotions in check? |
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| 21. 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.) |
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| 22. 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.) |
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| 23. Provide an experience in which you managed the daily operations of a recreational facility. |
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| 24. 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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| 25. Provide an experience in which you were sensitive to somone's needs or feelings. How did your helpfulness affect your work environment? |
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| 26. 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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| 27. Provide a time when you dealt calmly and effectively with a high-stress situation. |

| 28. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem. |
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| solution to a prooferm. |
| 29. Share an experience in which your attention to detail and thoroughness had an impact on your last |
| company. |
| 30. Describe an experience in which you effectively administered first aid. |
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| 31. 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. |
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| 32. 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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| 33. Tell me about a recreational activity which you organized, led, or effectively promoted interest in. |
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| 34. 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.) |
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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. Share an experience in which your willingness to lead or offer an opinion helped your company. |
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| 37. Share an experience in which you supervised and coordinated the work activities of personnel (e.g. training staff or assigning work duties). What methods made you successful? |
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| 38. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results? |
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| 39. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful? |
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| 40. Provide an experience in which you conferred with management to resolve a participant complaint. |
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| 41. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact? |
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| 42. Provide an experience in which you effectively conducted individual in-room visits with residents. |
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| 43. Describe an effective method you have used to explain principles, techniques, and safety procedures to participants in recreational activities. |
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| 44. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)? |
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| 45. Share an experience in which you adapted an activity to better meet participant needs. |
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| 46. Provide an experience in which you evaluated recreation areas, facilities, and services to determine if they were producing desired results. |
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| 47. Share an experience in which collaborating with professional personnel helped you to effectively plan balanced recreational programs. |
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| 48. Provide an experience in which you effectively encouraged a participant to develop an activity or leadership skills. |
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| 49. Share your experience evaluating staff performance. |
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| 50. Share an experience in which your ability to consider the costs or benefits of a potential action helped you |
| choose the most appropriate action. |
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| 51. Tell me about an effective special activity or event which you directed. |
| 50 Davids an arrangle of also arranged in the Color of th |
| 52. Provide an example of when you were persistent in the face of obstacles. |
| 53. Share an experience in which you provided for entertainment and/or set up related decorations and |
| 199, Share an experience in which you provided for entertainhent and/or set up related decorations and |

| equipment. |
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| 54. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed? |
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| 55. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.) |
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| 56. Tell me about a recreational facility or area for which you oversaw the purchase, planning design, construction, and/or upkeep. |
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| 57. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective? |
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| 58. Share an experience when you applied new technology or information in your job. How did it help your company? |
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| 59. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.) |
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| 60. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer. |
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| 61. 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.) |
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| 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? |
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| 63. What are some long-range objectives that you developed in your last job? What did you do to achieve them? |
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| 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? |
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| 65. Share an experience in which your understanding of a current or upcoming problem helped your company |
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| to respond to the problem. |
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| 66. Tell me about a recent experience you've had working with your hands. |
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| 67. 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.) |
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| 68. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you |
| identify a problem or the cause of a problem. |
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| 69. Describe a time when you successfully persuaded another person to change his/her way of thinking or |
| behavior. |
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| 70. 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? |
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| 71. What is the most challenging part of budgeting for you? |
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| 72. Share an effective approach to working with a large amount of information/data. How has your approach |
| affected your company? |
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