

## Pruner 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 supervised and/or trained lower-level employees. What methods made you successful?
3. What is the key to success when communicating with the public.
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, or tested a machine or device that operates mainly by mechanical principles.
6. Tell me about your qualifications for and your experience handling vehicles and/or mechanized equipment.
7. Share an experience in which you've successfully learned how to handle a new piece of equipment?
8. Tell me about a recent experience you've had working with your hands.
9. How do you stay fit in order to perform physical activities that are required in the workplace?
10. Share an experience when you applied new technology or information in your job. How did it help your company?
11. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
12. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.
13. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
14. Provide an example of a time when you successfully organized a diverse group of people to accomplish a

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task.
15. Give me an example of when you thought outside of the box. How did it help your employer?
16. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
17. Describe your experience operating equipment and tools, such as boom trucks, loaders, chippers, tractors, and saws.
18. 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?
19. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.
20. Tell me how you organize, plan, and prioritize your work.
21. Provide your experience climbing trees and ladders to access work areas.
22. Provide an experience in which you successfully cut away excess tree branches. What methods made you successful?
23. Share an experience in which you effectively reshaped a tree.
24. Describe your experience operating shredding and chipping equipment.
25. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?
26. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?
27. Share an experience in which your attention to detail and thoroughness had an impact on your last

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company.

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

29. Share an effective method you have used to identify diseases and pest problems in trees. Provide an experience.

30. 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.)

31. Provide an experience in which you successfully cabled, braced, tied, bolted, staked, and guyed trees and branches to provide support.

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

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

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

35. Share an experience in which you sprayed trees to treat diseases.

36. Share an experience in which you effectively provided the public with information regarding trees.

37. Provide an example when your ethics were tested.

38. Provide your experience developing budgets and estimating monetary value of trees.

39. Share an experience in which you successfully removed a broken limb from a wire.

40. Provide an experience in which you cleared sites, streets, and/or grounds of woody and/or herbaceous materials.

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41. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
42. 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.)
43. Provide a time when you effectively trimmed a jagged stump.
44. Provide an example of when you were persistent in the face of obstacles.
45. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
46. 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?
47. Provide a time when you dealt calmly and effectively with a high-stress situation.
48. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
49. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
50. Name a time when your creativity or alternative thinking solved a problem in your workplace.
51. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
52. 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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53. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.
54. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
55. Describe your experience transplanting and removing trees and shrubs.
56. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?
57. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
58. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?
59. Provide an experience in which you successfully harvested tanbark.
60. Describe a time when you successfully provided personal assistance to a coworker or patron.
61. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?
62. 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.
63. Share an effective method you have used to promote healing and to prevent further deterioration of trees.
64. What are some long-range objectives that you developed in your last job? What did you do to achieve them?
65. 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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66. Provide an experience in which you split logs or blocks into bolts, pickets, posts, and/or stakes, using hand tools.

67. Share an experience in which you successfully installed lightning protection on trees.

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

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

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

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

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

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

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

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