

## Refining Engineer Interview Questions

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

2. Share an experience in which you solved a difficult problem related to product failure. How did you identify the problem?

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

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

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

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

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

9. 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?

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

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

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

13. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was

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the impact?

14. Share a time when you successfully used scientific rules or methods to solve a problem at work.

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

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

17. 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?

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

19. Share an experience in which you oversaw the assembly, fabrication, construction, maintenance, or modification of equipment. How did you communicate to the staff what you wanted?

20. 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.

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

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

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

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

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

27. Provide an example when your ethics were tested.

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

29. 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.

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

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

32. 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.)

33. 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.)

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

35. What factors do you consider when reviewing new product plans and making recommendations for materials? Provide an experience.

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

37. Provide an effective method you have used to monitor material performance and/or evaluate material deterioration.

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

39. Describe an effective processing plant or equipment which you designed.

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

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

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

43. Share an experience in which you effectively modified the properties of a metal alloy according to specifications.

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

45. Tell me about a laboratory operation you planned and/or implemented which effectively helped develop material and fabrications procedures.

46. Describe an effective method you designed or directed for the testing and/or control of processing procedures.

47. Share an experience in which you supervised a staff. What methods made you a successful supervisor?

48. Share an effective method you have used to determine appropriate methods for fabricating and joining materials.

49. What factors do you consider when evaluating technical specifications and economic factors related to product design objectives?

50. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate,

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develop, and direct the worker(s)?

51. Share an effective method you have used to ensure high-quality of materials or products.

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

53. Share an experience in which consulting with others helped you effectively plan or evaluate a new project.

54. Share an experience in which you solved a difficult problem in another engineering field.

55. Provide an experience in which you successfully performed managerial functions. What methods led to your success?

56. Provide an experience in which you conducted a successful training session on new material products, applications, or manufacturing methods. What made you successful?

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

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

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

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

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

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

63. Share an experience in which you supervised production and/or testing processes in an industrial setting.

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64. 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?

65. Provide an experience in which you successfully replicated the characteristics of a material with a computer.

66. Tell me about an article you wrote which you were happy with. How about something you wrote which you were unhappy with?

67. 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.)

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

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

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

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

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

74. Share an experience in which you successfully taught at a college or university. What methods made you successful?

75. 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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76. 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.)