

Surgical Instrument Maker Interview Questions

1. Share an experience you had in dealing with a difficult person and how you handled the situation.
2. Provide an experience in which you fitted appliances onto patients and made necessary adjustments.
3. Describe a time when you successfully provided personal assistance to a coworker or patron.
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. Share an experience in which you've successfully learned how to handle a new piece of equipment?
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. Share an experience when you applied new technology or information in your job. How did it help your company?
10. Give me an example of when you thought outside of the box. How did it help your employer?
11. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.
12. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
13. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
14. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

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15. Share an experience in which you effectively made orthotic and/or prosthetic devices. What materials did you use?

16. Provide an example when your ethics were tested.

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

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

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

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

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

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

23. Share an effective method you have used to instruct patients in the use of prosthetic and orthotic devices. Provide an experience.

24. Provide an experience in which you effectively repaired, modified, and maintained medical supportive devices.

25. Provide an experience in which you constructed casts and/or impressions of patients' torsos and limbs.

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

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

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28. 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?

29. 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.)

30. 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.)

31. Describe your experience bending, forming, and shaping material to conform to prescribed contours of structural components. What methods have made you effective?

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

33. Tell me about the methods you have found effective in laying out and marking dimensions of parts.

34. Share an experience in which you drilled and tapped holes for rivets. Describe your experience gluing, welding, bolting, and riveting parts together.

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

36. Provide an experience in which you ensured that medical supportive devices had proper alignment, movement, and/or biomechanical stability.

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

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

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

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40. Share an experience in which you covered and padded metal and plastic structures.

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

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

43. 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.

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

45. Describe your experience mixing pigments to match patients' skin coloring.

46. 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.)

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

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

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

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. Provide your experience using grinding and buffing wheels.

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

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53. Tell me about your last experience doing repair work. How did you determine what tools you needed?
54. 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?
55. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
56. 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?
57. Share an experience in which you effectively repaired machinery used in the fabrication of appliances.
58. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.
59. Tell me about the last time you performed routine maintenance on equipment. How did you determine when and what type of work was needed?
60. Would you consider analyzing data or information a strength? How so?
61. What is the key to success when communicating with the public.
62. 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?
63. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?
64. Describe a time when you were able to select the best tool to do a job. How did you use reasoning skills to make the best choice?
65. Describe an experience in which you successfully controlled the operation of a difficult system. What

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made you successful?
66. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
67. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?
68. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?
69. 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.)
70. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
71. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?
72. 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?
73. Share an experience in which you were able to generate a new design or modify a current design to better serve the needs of your customers.
74. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.
75. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
76. What are some long-range objectives that you developed in your last job? What did you do to achieve them?

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