

Bird Rehabilitator 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 monitored the behavior, condition, and symptoms of animals.

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

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

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

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

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

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

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

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

16. Provide an example when your ethics were tested.

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

18. Describe a time when you cared for animals recovering from surgery.

19. Provide an experience in which you successfully administered anesthesia to animals.

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

21. Provide a time when you administered emergency first aid.

22. Share an experience in which you performed laboratory tests on blood, urine, and/or feces.

23. Describe your experience preparing and/or administering medications, vaccines, serums, and/or treatments.

24. 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?

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

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

27. 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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28. Share your experience filling prescriptions.
29. Provide an experience in which you collected and prepared samples for laboratory testing and examination.
30. Please share an experience in which you presented to a group. What was the situation and how did it go?
31. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
32. 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.)
33. Share an experience in which you used x-ray equipment to take and develop diagnostic radiographs.
34. 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.
35. Share an experience in which you successfully performed dental work.
36. Share an experience in which you effectively assisted with a physical examination.
37. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
38. What is the state of your records? What is something you are trying to improve?
39. 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.)
40. Provide an experience in which you effectively prepared an animal for surgery.
41. Describe your experience giving enemas and performing catheterizations, ear flushes, intravenous

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feedings, and/or gavages.
42. Share an effective method you have used to maintain instruments, equipment, and machinery.
43. Share an experience in which you successfully assisted with animal euthanasia.
44. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.
45. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
46. Provide an experience in which you supervised and/or trained veterinary students or staff members. What methods made you successful?
47. Provide an example of when you were persistent in the face of obstacles.
48. Describe your experience dressing wounds and applying splints and other protective devices.
49. Tell me about an experience in which you provided information or counseling related to animal health care or behavior.
50. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
51. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
52. Share your experience performing office, clerical, and/or accounting duties.
53. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.
54. Describe an experience in which you identified the educational needs of your students and successfully

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developed a way to teach/train them.

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

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

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

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

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

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

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

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

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

64. 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?

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

66. Provide an experience in which you bathed animals, clipped nails, and brushed and cut hair.

67. Tell me about your experience conducting specialized procedures, e.g. hoof trimming.

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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. Name a time when your creativity or alternative thinking solved a problem in your workplace.
71. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
72. 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?
73. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles.
74. Share an experience in which you've successfully learned how to handle a new piece of equipment?
75. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.
76. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?
77. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.
78. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?
79. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

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80. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?