

Fire Department Lieutenant Interview Questions

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

2. Provide an example in which collaboration with other officials to prepare for an emergency helped you improve an emergency procedure program.

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

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

5. 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?

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

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

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

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

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

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

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

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

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

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

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

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

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

20. 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?

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

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

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

24. 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?

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

27. 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.

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

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

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

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

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

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

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

35. Provide an example when your ethics were tested.

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

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

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

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

41. 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.)

42. Provide a time when you successfully developed and/or implemented a training procedure or strategy. What factors did you consider in the procedure?

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

44. 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.)

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

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

47. 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.)

48. How do you stay informed on governmental regulations that could affect emergency plans?

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

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

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51. Explain an effective method you have used to successfully train local groups in preparing long-term plans.
52. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
53. Share an experience in which your knowledge of technological changes or emergency situation outcomes helped your company effectively alter an emergency response procedure with good results.
54. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?
55. 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.)
56. Describe methods you use to stay informed of activities that could affect the likelihood of an emergency or the response efforts. Share an experience in which you responded successfully to the new information.
57. Name a time when your creativity or alternative thinking solved a problem in your workplace.
58. Share an effective method you have used to solicit funding for emergency management.
59. Provide an experience in which your communication with community officials helped you determine the needs and capabilities of your community in the event of an emergency.
60. Share an experience in which you improved an organization's emergency plan.
61. If you have, provide a time when you successfully coordinated a disaster response or managed a crisis. What methods are you prepared to use to lead a successful emergency response activity?
62. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
63. Tell me about the last resource materials you developed or maintained.

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

65. 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.)

66. Share an experience in which your communication with an entity helped you improve an emergency plan.

67. Share an experience in which you successfully developed instructional materials for or presented emergency information to the public. What methods made you successful?

68. Describe the methods you use to learn new information and develop relationships with other emergency specialists.

69. Describe a successful emergency preparedness training course which you designed or administered.

70. How do you stay fit in order to perform physical activities that are required in the workplace?

71. 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.

72. Share an experience in which you successfully gave instructions for using detection or contamination equipment.

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

74. Name an effective method you have used to determine operational and functional capabilities of equipment in the event of an emergency.

75. Tell me about a recent experience you've had working with your hands.

76. Describe a test you have developed and performed to evaluate an emergency management plan. How did it help you improve your plan?

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77. Tell me about your qualifications for and your experience handling vehicles and/or mechanized equipment.

78. Share an experience in which your study of an emergency plan helped you improve your own plan.

79. Tell me about a plan you prepared describing operating procedures for a certain emergency which you were happy with.

80. What is the key to a successful budget?

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

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