

## Survey Superintendent Interview Questions

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

2. Share an effective method you have used to verify the accuracy of survey data. Provide an experience.

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

4. 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?

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

6. 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?

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

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

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

12. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

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

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14. Tell me about a recent experience you've had working with your hands.
15. How do you stay fit in order to perform physical activities that are required in the workplace?
16. Tell me how you organize, plan, and prioritize your work.
17. Share an experience when you applied new technology or information in your job. How did it help your company?
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. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
23. Give me an example of when you thought outside of the box. How did it help your employer?
24. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
25. What methods have you found useful in calculating characteristics of terrain, such as height, depth, and property lines.
26. Provide an effective method you have used to obtain information about property boundaries.
27. Provide an example when your ethics were tested.

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28. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
29. What is the state of your reports of surveys performed? What is one thing you would like to improve in your documentation?
30. Describe a description of a property boundary survey you wrote which you were happy with. How about one you were unhappy with?
31. Share an experience in which you conducted a survey and successfully established legal boundaries for a property. What methods made you successful?
32. 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?
33. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
34. Share an experience in which you successfully determined the position, shape, and/or elevation of a geomorphic or topographic feature using geodetic measurements and/or survey data.
35. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
36. Share an effective method you have used to determine longitudes and latitudes of important features and boundaries in survey areas. Provide an experience.
37. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?
38. 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.)

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39. Share an experience in which you effectively established fixed points for use in making maps, with the use of geodetic and/or engineering instruments.

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40. Provide an experience in which you successfully coordinated your findings with the work of others concerned with a project.

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

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

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

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

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45. Describe an experience in which you successfully trained an assistant. What methods made you a successful trainer?

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

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

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

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50. Tell me about a ground survey you successfully planned and/or conducted.

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51. Share an effective method you have used to ensure the accuracy of surveying instruments.

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52. Name a time when your patience was tested. How did you keep your emotions in check?
53. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
54. Share an experience in which analyzing survey objectives and specifications helped you to prepare an effective survey proposal.
55. Describe effective criteria you developed for survey methods and/or procedures. How did your criteria benefit your company?
56. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
57. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?
58. Provide an experience in which you surveyed bodies of water and successfully determined navigable channels or secured data for the construction of a marine structure.
59. 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?
60. 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.)
61. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
62. Provide a time when you dealt calmly and effectively with a high-stress situation.
63. Tell me about your qualifications for and your experience handling vehicles and/or mechanized equipment.

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64. 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.

65. Describe a successful aerial survey you directed.

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

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

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

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

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

71. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles.

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

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

74. Tell me about research you have conducted in surveying and mapping methods.

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

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.)

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

78. Describe criteria you developed for the design and/or modification of survey instruments. How did this benefit your company?

79. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.

80. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?

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

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