

Test Specialist Interview Questions

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| 1. Tell me how you organize, plan, and prioritize your work. |
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| 2. Share an effective method you have used to evaluate the performance of developmental parts, assemblies, and/or systems. |
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| 3. Share an experience you had in dealing with a difficult person and how you handled the situation. |
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| 4. 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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| 5. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles. |
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| 6. Share an experience when you applied new technology or information in your job. How did it help your company? |
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| 7. Give me an example of when you thought outside of the box. How did it help your employer? |
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| 8. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem. |
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| 9. Would you consider analyzing data or information a strength? How so? |
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| 10. 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? |
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| 11. Share an effective approach to working with a large amount of information/data. How has your approach affected your company? |
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| 12. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem. |
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| 13. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond? |

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| 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? |
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| 16. 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? |
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| 17. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them. |
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| 18. Tell me about a recent experience you've had working with your hands. |
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| 19. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task. |
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| 20. Share an experience in which your attention to detail and thoroughness had an impact on your last company. |
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| 21. 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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| 22. Provide an experience in which you successfully assembled an electrical system or prototype. What methods did you use? |
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| 23. 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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| 24. How do you ensure that electrical engineering criteria is current? Share an experience. |
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| 25. Describe an experience in which you resolved a difficult electrical or engineering problem. |

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

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

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

29. Provide an example when your ethics were tested.

30. 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.)

31. 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?

32. Share an experience in which collaborating with other personnel helped you to identify and/or solve a developmental problem.

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

34. Provide an effective method you have used to conduct inspections for quality control and assurance programs.

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

36. Share an experience in which you installed electrical control systems and/or solid state equipment.

37. Share an experience in which your analysis of test information helped you to resolve a design-related problem.

38. Describe a successful method or sequence of operations for developing or testing experimental electronic or electrical equipment which you planned.

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

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

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. 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.

43. What factors do you consider when preparing electrical project costs or work-time estimates?

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

45. Share an experience in which you successfully performed supervisory duties.

46. Provide an experience in which you corrected functional deviations by your successful modification of an electrical prototype, part, assembly, or system.

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

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

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

50. Describe an effective contract you prepared. What methods made you successful?

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

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| 52. Please share an experience in which you presented to a group. What was the situation and how did it go? |
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| 53. Share an experience in which you identified an effective solution to a technical design problem on a construction site. |
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| 54. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.) |
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| 55. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem. |
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| 56. Share an experience in which your willingness to lead or offer an opinion helped your company. |
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| 57. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles. |
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| 58. Tell me about a time when you successfully determined the cause of an operating error at your company and solved the problem. |
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| 59. Tell me about an effective commissioning procedure you wrote (e.g. for installers). |
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| 60. Provide an effective method you have used to ensure sound electrical engineering practices and conformance to criteria. |
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| 61. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results? |
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| 62. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action. |
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| 63. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person. |
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| 64. 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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| 65. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer. |
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| 66. Share an experience in which your participation in the development or testing of the electrical aspects of a new green technology benefited your company. |
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| 67. Describe an effective electrical component you created or modified. |
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| 68. Provide an experience in which you built and/or tested the electrical components of electric-drive vehicles. |
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| 69. What factors do you consider when assessing electrical components for consumer electronics applications? |
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| 70. Share an experience in which you successfully assembled and/or tested solar photovoltaic products. |
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| 71. Tell me about the last time you performed routine maintenance on equipment. How did you determine when and what type of work was needed? |
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| 72. 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. |
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| 73. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful? |
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| 74. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective? |
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| 75. 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? |
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| 76. Tell me about your last experience doing repair work. How did you determine what tools you needed? |
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77. 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?

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

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

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

81. 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.)

82. 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.)

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