

## Sod Farm Manager Interview Questions

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

2. Share an experience in which an operating procedure which you established and/or enforced helped you to ensure adequate performance or personnel safety.

3. 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?

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

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

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

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

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

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

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

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

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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. 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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16. 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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17. 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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18. 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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19. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

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

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21. Provide an example when your ethics were tested.

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

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23. Share an experience in which you directed the activities of groundskeeping or landscaping workers. What methods made you successful?

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24. Provide an effective method you have used to ensure that work conforms to standards and contract requirements.

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

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26. What factors do you consider when scheduling work for crews? Share an experience.

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

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

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

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. Provide an experience in which you planted and/or maintained vegetation. What methods have you found effective?

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

33. Share an effective method you have used to ensure that project instructions are followed and deadlines are met.

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

35. Tell me about a negotiation you made with a customer which you were happy with. How about one you were unhappy with?

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

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

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

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39. Provide an experience in which you trained workers in a task. What methods made you successful? What is something you would like to improve in your training?

40. 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.

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

42. Share an experience in which you effectively conferred with supervisors and/or coordinated work with other departments.

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

44. Describe your experience mixing and applying fertilizers, insecticides, herbicides, and fungicides.

45. Provide an experience in which you effectively performed personnel-related activities, e.g. hiring. What methods made you successful?

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

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

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

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

50. What factors do you consider to determine service, machine, and workforce requirements for jobs?

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

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

53. What is the state of your records? Name one thing you would like to improve.

54. Share an experience in which you resolved a difficult complaint.

55. Provide an experience in which you effectively identified diseases and/or pests affecting a landscape and applied an effective treatment.

56. Share an experience in which you solved a problem with work performed.

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

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

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

60. Provide an experience in which you toured grounds and inspected the conditions of plants and soil. What methods made you successful?

61. Share an experience in which you effectively maintained a landscaped areas.

62. Provide an experience in which you assisted in the maintenance or repair of equipment.

63. Provide a time when you successfully performed administrative duties.

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

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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. Tell me about an effective sprinkler system which you designed and/or installed.
67. 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?
68. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
69. Share an experience in which your recommendation for a change increased crew efficiency.
70. Provide an experience in which conferring with managers or landscape architects helped you to develop an effective plan or schedule for landscaping maintenance.
71. What is the most challenging part of budgeting for you?
72. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.
73. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?
74. 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?
75. What are some long-range objectives that you developed in your last job? What did you do to achieve them?
76. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?
77. Describe a time when you successfully persuaded another person to change his/her way of thinking or

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behavior.

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

79. 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.)

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

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

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