

## Citrus Harvest Superintendent Interview Questions

1. Walk me through how you inspect crops, fields, or plant stock to determine conditions and need for cultivating, spraying, weeding, or harvesting.

2. What kind of experience do you have preparing and maintaining time or payroll reports, as well as details of personnel actions, such as performance evaluations, hires, promotions, or disciplinary actions?

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

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

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

6. 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.

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

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

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

10. Describe an effective approach to confer with managers to evaluate weather or soil conditions, to develop plans or procedures, or to discuss issues such as changes in fertilizers, herbicides, or cultivating techniques.

11. What is the most challenging part of observing workers to detect inefficient or unsafe work procedures or to identify problems, initiating corrective action as necessary?

12. What kind of experience do you have assigning duties, such as cultivation, irrigation, or harvesting of crops or plants, product packaging or grading, or equipment maintenance?

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

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

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

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

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

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

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

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