

## Shop Assistant Interview Questions

1. Share an example where you followed supervisors' instructions as to which parts to restore or replace and how much time the job should take. Did you find it helpful?
2. What kind of experience do you have reviewing damage reports, prepared or reviewed repair cost estimates, and planned work to be performed?
3. Walk me through how you would fit and weld replacement parts into place, using wrenches and welding equipment, and grind down welds to smooth them, using power grinders and other tools.
4. Describe methods used to remove damaged sections of vehicles using metal-cutting guns, air grinders and wrenches, and install replacement parts using wrenches or welding equipment.
5. Tell me how you would chain or clamp frames and sections to alignment machines that use hydraulic pressure to align damaged components.
6. What procedures do you use to inspect repaired vehicles for proper functioning, completion of work, dimensional accuracy, and overall appearance of paint job, and test drive vehicles to ensure proper alignment and handling?
7. Tell me about a recent experience you've had working with your hands.
8. Share an experience when you applied new technology or information in your job. How did it help your company?
9. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
10. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
11. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
12. What kind of experience do you have filing, grinding, sanding and smoothing filled or repaired surfaces, using power tools and hand tools?

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13. Describe an experience where you had difficulty filling small dents that cannot be worked out with plastic or solder. Did you find a solution?

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

15. 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.)

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

17. Share an approach to read specifications or confer with customers to determine the desired custom modifications for altering the appearance of vehicles.

18. Provide an example when your ethics were tested.

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

20. 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.)