

Hand Former Interview Questions

1. Tell me about a recent experience you've had working with your hands.
2. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
3. Describe methods you have found effective to verify conformance of workpieces to specifications, using squares, rulers, and measuring tapes.
4. What is the most challenging part of positioning, aligning, fitting, and welding parts to form complete units or subunits, following blueprints and layout specifications, and using jigs, welding torches, and hand tools?
5. What factors do you consider when laying out and examining metal stock or workpieces to be processed to ensure that specifications are met?
6. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
7. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
8. What kind of experience do you have aligning and fitting parts according to specifications, using jacks, turnbuckles, wedges, drift pins, pry bars, and hammer?
9. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
10. What have you found the best way to locate and mark workpiece bending and cutting lines, allowing for stock thickness, machine and welding shrinkage, and other component specifications?
11. Walk me through how you would study engineering drawings and blueprints to determine materials requirements and task sequences.
12. Name a time when you effectively set up and operate fabricating machines, such as brakes, rolls, shears, flame cutters, grinders, and drill presses, to bend, cut, form, punch, drill, or otherwise form and assemble metal components.

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13. Have you ever moved parts into position, manually or with hoists or cranes?

14. How do you heat-treat parts, using acetylene torches? Share an example.

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

17. Describe methods you have found helpful to straighten warped or bent parts, using sledges, hand torches, straightening presses, or bulldozers.

18. Describe an experience when you designed and constructed templates and fixtures, using hand tools.

19. Describe an effective approach to mark reference points onto floors or face blocks and transpose them to workpieces, using measuring devices, squares, chalk, and soapstone.

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.)