

## Rand Maker Interview Questions

1. Share an experience in which you've successfully learned how to handle a new piece of equipment?
2. Tell me about a recent experience you've had working with your hands.
3. Walk me through how you would study work orders and/or shoe part tags to obtain information about workloads, specifications, and the types of materials to be used.
4. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.
5. Describe methods you have found effective to remove and examine shoes, shoe parts, and designs to verify conformance to specifications such as proper embedding of stitches in channels.
6. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
7. Share an experience you had in dealing with a difficult person and how you handled the situation.
8. What have you found to be the best way to collect shoe parts from conveyer belts or racks and place them in machinery such as ovens or on molds for dressing, returning them to conveyers or racks to send them to the next work station?
9. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
10. What is the most challenging part of positioning dies on material in a manner that will obtain the maximum number of parts from each portion of material?
11. Name a time when you operated or tended machines to join, decorate, reinforce, or finish shoes and shoe parts.
12. Name a time when your patience was tested. How did you keep your emotions in check?
13. Share an experience in which your attention to detail and thoroughness had an impact on your last

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company.

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

15. What kind of experience do you have loading hot-melt plastic rod glue through reactivator axles, using wrenches, then switch on reactivators, setting temperature and timers to heat glue to specifications?

16. Share your approach to selecting and placing spools of thread or pre-wound bobbins into shuttles, or onto spindles or loupers of stitching machines.

17. 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.)

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

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

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.)