

Paper Mill Superintendent Interview Questions

1. 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?

2. Share an effective method you have used to enforce safety and sanitation regulations.

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

4. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.

5. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

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

7. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

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

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

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

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

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

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

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

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

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

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

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