

## Sponge Maker Interview Questions

1. Share an experience in which you observed the color of a product being baked and adjusted the oven temperature, humidity, or conveyor speed to produce better results.

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

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

6. Share your experience measuring and weighing ingredients.

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. Provide an experience in which you rolled, kneaded, cut, and shaped dough.

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

10. Share an experience in which you effectively decorated baked goods.

11. Provide an effective method you have used to ensure that equipment meets health and safety regulations and is properly maintained.

12. Describe your experience adapting quantities of ingredients to match the amount of items to be baked.

13. Provide your experience using mixing machines, blending machines, and/or steam kettles.

14. What is the state of your inventory and records? What is something you would like to improve?

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15. Share an experience in which you coordinated bakery deliveries.

16. Provide an example when your ethics were tested.

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

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

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 in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

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

22. Share an experience in which your willingness to lead or offer an opinion helped your company.

23. 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.)

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

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

26. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?

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

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28. 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.)

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

30. Share an experience in which you've successfully learned how to handle a new piece of equipment?