

Shipper Interview Questions

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| 1. Share an experience in which your attention to detail and thoroughness had an impact on your last company. |
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| 2. What kind of experience do you have installing or adjusting bindery machine devices, such as knives, guides, rollers, rounding forms, creasing rams, or clamps, to accommodate sheets, signatures, or books of specified sizes? |
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| 3. Describe methods you have found effective to set up or operate bindery machines, such as coil binders, thermal or tape binders, plastic comb binders, or specialty binders. |
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| 4. Share your approach to examine stitched, collated, bound, or unbound product samples for defects, such as imperfect bindings, ink spots, torn pages, loose pages, or loose or uncut threads. |
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| 5. Share an experience in which you've successfully learned how to handle a new piece of equipment? |
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| 6. Tell me about a recent experience you've had working with your hands. |
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| 7. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.) |
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| 8. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond? |
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| 9. Share an experience you had in dealing with a difficult person and how you handled the situation. |
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| 10. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task. |
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| 11. 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.) |
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| 12. Tell me how you organize, plan, and prioritize your work. |
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| 13. Tell me about an experience in which you analyzed information and evaluated results to choose the best |

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solution to a problem.

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. 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.)

16. Provide an example when your ethics were tested.

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

18. Name a time when your patience was tested. How did you keep your emotions in check?

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

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

21. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?

22. Name a time when your creativity or alternative thinking solved a problem in your workplace.

23. Share an experience in which personal connections to coworkers or others helped you to be successful in your work. (Make sure candidate works well with others.)

24. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.

25. Name a time when you trained workers to set up, operate, and use automatic bindery machines.

26. Share an example when you set up or operated machines that perform binding operations, such as pressing,

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folding, or trimming.

27. What factors do you consider when reading work orders to determine instructions and specifications for machine set-up?

28. What kind of experience do you have performing highly skilled hand finishing binding operations, such as grooving or lettering? Share an example.

29. What is the most challenging part of monitoring machine operations to detect malfunctions or to determine whether adjustments are needed?

30. Describe an experience when you met with clients, printers, or designers to discuss job requirements or binding plans.