

Shifter 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 ensure that construction sites are safe and that specifications are met.

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. What is the key to success when communicating with the public.

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

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

10. Tell me about a recent experience you've had working with your hands.

11. How do you stay fit in order to perform physical activities that are required in the workplace?

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

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

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14. Give me an example of when you thought outside of the box. How did it help your employer?
15. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
16. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?
17. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.
18. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
19. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
20. Would you consider analyzing data or information a strength? How so?
21. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?
22. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
23. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
24. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
25. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

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

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

28. What is the most challenging part of budgeting for you?

29. Provide an example when your ethics were tested.

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