

## Shell Fisherman Interview Questions

1. Tell me about a recent experience you've had working with your hands.
2. How do you stay fit in order to perform physical activities that are required in the workplace?
3. Share an experience in which you've successfully learned how to handle a new piece of equipment?
4. What kind of experience do you have steering vessels and operating navigational instruments?
5. How often do you need to maintain engines, fishing gear, and other on-board equipment; and perform minor repairs?
6. What have you found to be the best way to put fishing equipment into the water and anchor or tow equipment, according to the fishing method used?
7. Name a time when you located fish, using fish-finding equipment. What method did you find helpful?
8. What is the most challenging part of harvesting marine life for human or animal consumption, using diving or dredging equipment, traps, barges, rods, reels, and/or tackle?
9. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.
10. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
11. What traits do you look for when you hire qualified crew members, and assign their duties?
12. Share an effective approach to direct fishing operations, and supervise fishing crew members.
13. Walk me through how you would plan fishing operations, establishing the fish to be sought, the fishing location, the method of capture, and the duration of the trip.
14. What kind of experience do you have computing positions and plotting courses on charts to navigate vessels, using instruments such as compasses, sextants, and charts?

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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 of when you were persistent in the face of obstacles.
17. What is the most challenging part of operating rowboats, dinghies, and/or skiffs to transport fishers, divers, and/or sponge hookers; or to tow and position fishing equipment?
18. Share an effective method to interpret weather and vessel conditions to determine appropriate responses.
19. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
20. Tell me how you monitor distribution of proceeds from sales of catches to ensure that crew members receive their prearranged portions.
21. What factors do you consider when you sell catches by contacting and negotiating with buyers or by sending catches to fish auctions?
22. Name a time when your patience was tested. How did you keep your emotions in check?
23. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
24. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
25. Provide a time when you dealt calmly and effectively with a high-stress situation.
26. Walk me through how you estimate costs of operations and plan fishing season budgets accordingly.
27. Tell me about your qualifications for and your experience handling vehicles and/or mechanized

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equipment.

28. Provide an example when your ethics were tested.

29. 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.)

30. Describe an experience when you participated in wildlife management, disease control, and research activities.