

## Sorter Interview Questions

1. Tell me about a recent experience you've had working with your hands.
2. Describe methods you have found effective to grade and sort products according to factors such as color, species, length, width, appearance, feel, smell, and quality to ensure correct processing and usage.
3. What have you found to be the best way to discard inferior or defective products and/or foreign matter, and place acceptable products in containers for further processing?
4. What is the most challenging part of weighing products or estimating their weight, visually or by feel?
5. Share an approach to correctly place products in containers according to grade and mark grades on containers.
6. Tell me how you would record grade and/or identification numbers on tags or on shipping, receiving, or sales sheets.
7. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
8. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
9. 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.)
10. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
11. Name a time when your patience was tested. How did you keep your emotions in check?
12. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
13. How do you stay fit in order to perform physical activities that are required in the workplace?

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

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

16. Provide an example when your ethics were tested.

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

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

19. 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.)

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

21. Share an effective system to separate fiber tufts between fingers to assess strength, uniformity, and cohesive quality of fibers.

22. 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.)

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

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

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