

## Artist Interview Questions

1. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.
2. Share an experience you had in dealing with a difficult person and how you handled the situation.
3. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
4. Tell me how you organize, plan, and prioritize your work.
5. Share an experience when you applied new technology or information in your job. How did it help your company?
6. Give me an example of when you thought outside of the box. How did it help your employer?
7. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
8. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
9. Explain to me how you have applied layout and design principles to a recent project. (Have them show you if they have brought in samples.)
10. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
11. What factors do you consider when determining the size and arrangement of illustrative material and type? Share an experience in which your design was effective.
12. Name a time when your creativity or alternative thinking solved a problem in your workplace.
13. 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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14. Tell me about how you worked with stakeholders to layout and design a recent project. What did that interaction look like?

15. Do you have experience designing logos? Can you walk me through the process you went through to create your last logo?

16. Provide an example of when you suggested improvements to a peers work. What was the situation and final outcome?

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

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

19. When starting a project, how do you typically go about gathering the requirements for the project?

20. 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.)

21. 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.)

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

23. How much experience do you have creating graphics, illustrations, and icons from scratch? Can you show any samples? (Be sure to see samples.)

24. Share your experience using computer equipment to create layouts for clients.

25. What is the state of your archives of images, photos, and/or previous work products? Name one thing you would like to improve.

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26. Tell me about a time when your ability to analyze needs and product requirements helped you create an effective design or make an informed decision to benefit your company.

27. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

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

29. What is the typical process you go through before sending something off to be professionally printed? (Use a sample the candidate brought as the example.)

30. Provide an example when your ethics were tested.