

## Estimator Interview Questions

1. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
2. What kind of experience do you have analyzing and interpreting blueprints, data, manuals, and other materials to determine specifications, inspection and testing procedures, adjustment and certification methods, formulas, and measuring instruments required?
3. What is the most challenging part of measuring dimensions of products to verify conformance to specifications, using measuring instruments such as rulers, calipers, gauges, or micrometers?
4. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
5. Share an experience you had in dealing with a difficult person and how you handled the situation.
6. Tell me about a recent experience you've had working with your hands.
7. What have you found to be the best way to discard or reject products, materials, or equipment not meeting specifications? Share an example.
8. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
9. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
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. Name a time when you notified supervisors and other personnel of production problems, and assist in identifying and correcting these problems.
12. Walk me through how you would inspect, test, or measure materials, products, installations, or work for conformance to specifications

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13. Provide an example when your ethics were tested.

14. Describe an experience when you discussed inspection results with those responsible for products, and recommend necessary corrective actions.

15. 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.)

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

17. Describe methods you have found effective to compare colors, shapes, textures, or grades of products or materials with color charts, templates, or samples to verify conformance to standards.

18. Tell me about the last time you wrote test or inspection reports describing results, recommendations, or needed repairs.

19. Tell me how you clean, maintain, repair, and calibrate measuring instruments and test equipment such as dial indicators, fixed gauges, and height gauges.

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

21. What factors do you consider when observing and monitoring production operations and equipment to ensure conformance to specifications and make or order necessary process or assembly adjustments?

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

23. What kind of experience do you have interpreting legal requirements, providing safety information, or recommending compliance procedures to contractors, craft workers, engineers, or property owners?

24. Describe an example when you made minor adjustments to equipment, such as turning setscrews to calibrate instruments to required tolerances.

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

26. What is the most challenging part of computing defect percentages or averages, using formulas and calculators, and prepare reports of inspection or test findings?

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

28. 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.)

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

30. Would you consider analyzing data or information a strength? How so?