

## Pumping Supervisor Interview Questions

1. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?

2. What factors do you consider when planning work schedules and assigning duties? Share an experience.

3. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

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

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

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

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

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 example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

10. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

11. 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?

12. Please share an experience in which you presented to a group. What was the situation and how did it go?

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

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14. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?

15. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

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

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

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

19. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

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

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

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

23. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

24. 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.)

25. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

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

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

28. Provide an example when your ethics were tested.

29. 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.)

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