

## Grounds Supervisor Interview Questions

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

2. Share an experience in which an operating procedure which you established and/or enforced helped you to ensure adequate performance or personnel safety.

3. 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?

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

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

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

7. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.

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

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

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

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

12. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

13. Tell me about your qualifications for and your experience handling vehicles and/or mechanized equipment.

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14. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
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. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.
17. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
18. 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.)
19. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
20. Please share an experience in which you presented to a group. What was the situation and how did it go?
21. Provide an example when your ethics were tested.
22. Name a time when your patience was tested. How did you keep your emotions in check?
23. Share an experience in which you directed the activities of groundskeeping or landscaping workers. What methods made you successful?
24. Provide an effective method you have used to ensure that work conforms to standards and contract requirements.
25. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
26. What factors do you consider when scheduling work for crews? Share an experience.

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

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

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

30. 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.)