

## Groundsman Interview Questions

1. Tell me about a recent experience you've had working with your hands.
2. Share an experience in which you've successfully learned how to handle a new piece of equipment?
3. What kind of experience do you have operating vehicles and powered equipment, such as mowers, tractors, twin-axle vehicles, snow blowers, chain saws, electric clippers, sod cutters, and pruning saws?
4. Name a time when you cared for natural turf fields, making sure the underlying soil has the required composition to allow proper drainage and to support the grasses used on the fields.
5. How do you stay fit in order to perform physical activities that are required in the workplace?
6. Tell me how you organize, plan, and prioritize your work.
7. Share an experience you had in dealing with a difficult person and how you handled the situation.
8. Tell me about your qualifications for and your experience handling vehicles and/or mechanized equipment.
9. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
10. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.
11. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
12. Share an example when you cared for established lawns by mulching, aerating, weeding, grubbing, removing thatch, or trimming or edging around flower beds, walks, or walls.
13. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
14. How do you balance cooperation with others and independent thinking? Share an example. (Try to

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determine if the candidate has a cooperative attitude or is otherwise good-natured.)
15. What kind of experience do you have pruning or trimming trees, shrubs, or hedges, using shears, pruners, or chain saws?
16. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
17. Describe methods you have found effective to mix and spray or spread fertilizers, herbicides, or insecticides onto grass, shrubs, or trees, using hand or automatic sprayers or spreaders.
18. 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.)
19. Tell me how you provide proper upkeep of sidewalks, driveways, parking lots, fountains, planters, burial sites, or other grounds features.
20. Name a time when your patience was tested. How did you keep your emotions in check?
21. Provide an example of when you were persistent in the face of obstacles.
22. What is the most challenging part of using irrigation methods to adjust the amount of water consumption and to prevent waste?
23. What do you know about planting seeds, bulbs, foliage, flowering plants, grass, ground covers, trees, or shrubs and apply mulch for protection, using gardening tools?
24. Describe an experience when you followed planned landscaping designs to determine where to lay sod, sow grass, or plant flowers or foliage.
25. Name a time when your creativity or alternative thinking solved a problem in your workplace.
26. Share an example of a time you had to gather information from multiple sources. How did you determine

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which information was relevant?

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

28. What have you found to be the best way to advise customers on plant selection or care?

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

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