

Picker Interview Questions

1. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
2. Tell me about a recent experience you've had working with your hands.
3. What kind of experience do you have planting, spraying, weeding, fertilizing, and watering plants, shrubs, and trees, using hand tools and gardening tools?
4. Share an example when you effectively operated tractors and other machinery and equipment to fertilize, cultivate, harvest, and spray fields and plants.
5. How do you stay fit in order to perform physical activities that are required in the workplace?
6. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
7. Provide an example when your ethics were tested.
8. 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.)
9. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
10. Share an experience you had in dealing with a difficult person and how you handled the situation.
11. What factors do you consider when you feel plants' leaves and note their coloring to detect the presence of insects or disease?
12. What is the most challenging part of inspecting plants and bud ties to assess quality?
13. Name a time when your patience was tested. How did you keep your emotions in check?
14. Provide an experience in which you were sensitive to someone's needs or feelings. How did your

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helpfulness affect your work environment?

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

16. Walk me through how you would regulate greenhouse conditions, and indoor and outdoor irrigation systems.

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

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

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

20. Describe methods you have found helpful to maintain and repair irrigation and climate control systems.

21. What have you found to be the best way to haul and spread topsoil, fertilizer, peat moss, and other materials to condition soil, using wheelbarrows or carts and shovels?

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

23. Share an example when you provided information and advice to the public regarding the selection, purchase, and care of products.

24. Describe a time when you successfully provided personal assistance to a coworker or patron.

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

26. Share an experience in which personal connections to coworkers or others helped you to be successful in your work. (Make sure candidate works well with others.)

27. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you

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identify a problem or the cause of a problem.

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 successfully coordinated with others. How about a coordination effort that was not as successful?

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