

Tracer Interview Questions

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

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

3. Walk me through how you would study work orders and/or shoe part tags to obtain information about workloads, specifications, and the types of materials to be used.

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

5. Describe methods you have found effective to remove and examine shoes, shoe parts, and designs to verify conformance to specifications such as proper embedding of stitches in channels.

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

8. What have you found to be the best way to collect shoe parts from conveyer belts or racks and place them in machinery such as ovens or on molds for dressing, returning them to conveyers or racks to send them to the next work station?

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

10. What is the most challenging part of positioning dies on material in a manner that will obtain the maximum number of parts from each portion of material?

11. Name a time when you operated or tended machines to join, decorate, reinforce, or finish shoes and shoe parts.

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

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

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company.

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

15. What kind of experience do you have loading hot-melt plastic rod glue through reactivator axles, using wrenches, then switch on reactivators, setting temperature and timers to heat glue to specifications?

16. Share your approach to selecting and placing spools of thread or pre-wound bobbins into shuttles, or onto spindles or loupers of stitching machines.

17. 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.)

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

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

20. 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.)

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

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

23. Name a time when your creativity or alternative thinking solved a problem in your workplace.

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

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25. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.

26. Walk me through how you would inspect finished products to ensure that shoes have been completed according to specifications.

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

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

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