

## Calibrator Interview Questions

1. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.
2. Describe methods you have found helpful to assemble and install components of timepieces to complete mechanisms, using watchmakers' tools and loupes.
3. What is the most challenging part of observing operation of timepiece parts and subassemblies to determine accuracy of movement, and to diagnose causes of defects?
4. Tell me about a recent experience you've had working with your hands.
5. Share an experience in which you've successfully learned how to handle a new piece of equipment?
6. Walk me through how you would change timing weights on balance wheels to correct deficient timing.
7. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
8. Tell me about the last time you successfully adjusted sizes or positioning of timepiece parts to achieve specified fit or function, using calipers, fixtures, and loupes.
9. Share an effective approach to test operation and fit of timepiece parts and subassemblies, using electronic testing equipment, tweezers, watchmakers' tools, and loupes.
10. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
11. Tell me how you would replace specified parts to repair malfunctioning timepieces, using watchmakers' tools, loupes, and holding fixtures.
12. Name a time when you bent inner coils of springs away from or toward collets, using tweezers, in order to locate centers of collets in centers of springs, and to correct errors resulting from faulty colleting of coils.
13. What have you found to be the best way to estimate spaces between collets and first inner coils in order to

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determine if spaces are within acceptable limits?
14. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
15. What factors do you consider when you turn wheels of calipers and examine springs, using loupes, to determine if center coils appear as perfect circles?
16. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.
17. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
18. Name a time when you examined components of timepieces such as watches, clocks, or chronometers for defects, using loupes or microscopes.
19. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
20. Share an example when you effectively reviewed blueprints, sketches, or work orders to gather information about tasks to be completed.
21. Describe methods you have found effective to examine and adjust hairspring assemblies to ensure horizontal and circular alignment of hairsprings, using calipers, loupes, and watchmakers' tools.
22. 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.)
23. Tell me how you organize, plan, and prioritize your work.
24. Give me an example of when you thought outside of the box. How did it help your employer?
25. Share an experience you had in dealing with a difficult person and how you handled the situation.

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26. Tell me about your last experience doing repair work. How did you determine what tools you needed?

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

28. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

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

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.)