

Toolman Interview Questions

1. Tell me about a recent experience you've had working with your hands.
2. How do you stay fit in order to perform physical activities that are required in the workplace?
3. Share an experience you had in dealing with a difficult person and how you handled the situation.
4. Provide an experience in which you effectively organized items in an easily accessible manner in a storage room, warehouse, or other area.
5. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
6. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
7. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
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. Provide your experience driving trucks to pick up stock and/or deliver parts.
10. Name a time when your patience was tested. How did you keep your emotions in check?
11. Share an effective method you have used to clean and maintain supplies, tools, equipment, and storage areas to ensure compliance with safety regulations.
12. Provide an example when your ethics were tested.
13. Share an experience in which you effectively sold materials, equipment, or other items in a retail setting. What methods made you successful?
14. Tell me about a time when you developed your own way of doing things or were self-motivated to finish

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an important task.
15. Provide an experience in which you effectively advised a customer or user on appropriate parts, supplies, and/or materials.
16. What factors do you consider to determine proper storage methods, identification, and stock location? Share an experience.
17. What is the state of your records (e.g. use of stock, price lists, shortages, or expenditures)? What is something you would like to improve?
18. Describe an experience in which you maintained data and documents to effectively assess supply needs.
19. 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.)
20. Provide an example of when you were persistent in the face of obstacles.
21. Share an experience in which you effectively assisted and directed other workers.
22. Share an experience in which conferring with engineering, purchasing personnel, and/or vendors helped you to be more effective in your work.
23. What is the key to success when communicating with the public.
24. 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.)
25. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
26. Provide an experience in which you effectively determined sequence and release of back orders according to stock availability.

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

28. Share an experience in which you prepared products or equipment for use by adjusting, repairing, and/or assembling them.

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

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