

## Light Industrial BB Interview Questions

### Work Ethic

1. Tell me about a time you were told you were not doing your job properly.
2. Tell me about a time when you acted or reacted inappropriately.
3. Tell me about a time when you worked harder than what you were paid for.
4. Tell me about a time when you felt you did a good job.
5. Describe a time when you spent the whole day doing the same task.
6. Give me an example of a time you felt like "hard work" paid off.

### Team Work

1. Explain a situation when you gave credit to a co-worker when you felt you deserved the credit.
2. Describe a time when you didn't feel like a part of the team.
3. Explain a time when you dealt with a co-worker who always thinks they are right.
4. Describe a time when you received praise or criticism.
5. Tell me about a time you were frustrated by a co-worker.
6. Tell me about what you liked most of least about your co-workers at your last job.

### Motivation

1. Tell me about a time when you learned a new skill that was not required for the job.
2. Tell me about a time when you were motivated to make more money.
3. Tell me about a time you quit a job because you were afraid of failure, when did you stay for a challenge.
4. Tell me about a time when you went the extra mile in your last job.
5. Tell me what motivates you to get up each day.
6. Describe a time when you put in more time and effort than was required.

### Evaluations

- |                        |          |   |
|------------------------|----------|---|
| <b>Exceptional:</b>    | <b>4</b> | The response was excellent. You would definitely like to have this person on the team.                                    |
| <b>Satisfactory:</b>   | <b>3</b> | The answer indicates that this person would probably succeed.   |
| <b>Marginal:</b>       | <b>2</b> | The answer was not as good as you would prefer, but the applicant should not be completely eliminated from consideration. |
| <b>Unsatisfactory:</b> | <b>1</b> | The answer indicated that the applicant would not succeed.  |
| <b>Not Observed</b>    | <b>0</b> | Did not ask questions in this skill set.  |

**Sample  
Individual Evaluation of the Behavioral Interview**

Applicant \_\_\_\_\_

Interviewer \_\_\_\_\_

**Work Ethic**

Question #	EVAL	Notes

**Team Work**

Question #	EVAL	Notes

**Motivation**

Question #	EVAL	Notes

I recommend that we hire this person:    \_\_\_ Yes    \_\_\_ No

