

Fish Hatchery Supervisor Interview Questions

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

2. What have you found to be the best way to observe fish and beds or ponds to detect diseases, monitor fish growth, determine quality of fish, or determine completeness of harvesting? Share an example.

3. Name a time when you supervised the artificial spawning of various salmon and trout species.

4. Walk me through how you confer with managers to determine times and places of seed planting, and cultivating, feeding, or harvesting of fish or shellfish.

5. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

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

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

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

9. What are some long-range objectives that you developed in your last job? What did you do to achieve them?

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

11. Would you consider analyzing data or information a strength? How so?

12. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?

13. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

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14. Give me an example of when you thought outside of the box. How did it help your employer?

15. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

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

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

18. Provide an example when your ethics were tested.

19. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

20. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

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

22. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

23. Share an experience in which your willingness to lead or offer an opinion helped your company.

24. 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.)

25. 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.)

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

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27. Describe methods you have found effective to assign to workers duties such as fertilizing and incubating spawn, feeding and transferring fish, and planting, cultivating, and harvesting shellfish beds.

28. Tell me about your last experience recruiting, interviewing, or hiring an employee. What techniques did you find most effective in finding the right person for the job?

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

30. Tell me how you prepare or direct the preparation of fish food, and specify medications to be added to food and water to treat fish for diseases.

31. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

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

33. Describe an experience when you trained workers in spawning, rearing, cultivating, and harvesting methods, and in the use of equipment.

34. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?

35. What is the most challenging part of planning work schedules according to personnel and equipment availability, tidal levels, feeding schedules, or transfer and harvest needs?

36. Share an effective approach to direct workers to correct problems such as disease, quality of seed distribution, or adequacy of cultivation.

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

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

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

40. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?

41. What is the most challenging part of performing both supervisory and management functions such as accounting, marketing, and personnel work? Share an example.

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

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

44. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

45. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

46. 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.)

47. What is the key to a successful budget?

48. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?