

## Substation Technician Interview Questions

1. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles.

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

3. What have you found to be the best way to inspect and test equipment and circuits to identify malfunctions or defects, using wiring diagrams and testing devices such as ohmmeters, voltmeters, or ammeters? Share an example.

4. Describe methods you have found effective when you construct, test, maintain, and repair substation relay and control systems.

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

6. Share an experience in which you oversaw the assembly, fabrication, construction, maintenance, or modification of equipment. How did you communicate to the staff what you wanted?

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

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

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

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

13. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the

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candidate is dependable.)

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

15. Tell me about the last time you performed routine maintenance on equipment. How did you determine when and what type of work was needed?

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

17. Tell me about how you schedule and supervise the construction and testing of special devices and the implementation of unique monitoring or control systems. What has worked for you?

18. Walk me through how you test insulators and bushings of equipment by inducing voltage across insulation, testing current, and calculating insulation loss.

19. What is the most challenging part of analyzing test data in order to diagnose malfunctions, to determine performance characteristics of systems, and to evaluate effects of system modifications?

20. How often do you find yourself consulting manuals, schematics, wiring diagrams, and engineering personnel in order to troubleshoot and solve equipment problems and to determine optimum equipment functioning? Share an example.

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

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

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

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

25. Share a time when you willingly took on additional responsibilities or challenges. How did you

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successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

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

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

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

29. Describe what process you would use to schedule and supervise splicing or termination of cables in color-code order.

30. How often do you need to prepare and maintain records detailing tests, repairs, and maintenance? Why is it important?

31. 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.)

32. What kind of experience do you have disconnecting voltage regulators, bolts, and screws, and connect replacement regulators to high-voltage lines? Share an experience.

33. Provide an example when your ethics were tested.

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

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

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

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

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38. 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.)

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

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

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

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

43. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?

44. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

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

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

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

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

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

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person.

50. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.