

## Horticultural Specialty Farming Supervisor Interview Questions

1. Walk me through how you inspect crops, fields, or plant stock to determine conditions and need for cultivating, spraying, weeding, or harvesting.

2. What kind of experience do you have preparing and maintaining time or payroll reports, as well as details of personnel actions, such as performance evaluations, hires, promotions, or disciplinary actions?

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

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

5. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

6. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.

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

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

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

10. Describe an effective approach to confer with managers to evaluate weather or soil conditions, to develop plans or procedures, or to discuss issues such as changes in fertilizers, herbicides, or cultivating techniques.

11. What is the most challenging part of observing workers to detect inefficient or unsafe work procedures or to identify problems, initiating corrective action as necessary?

12. What kind of experience do you have assigning duties, such as cultivation, irrigation, or harvesting of crops or plants, product packaging or grading, or equipment maintenance?

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13. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.

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

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

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

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

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

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

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

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

22. Provide an example when your ethics were tested.

23. Describe a method you use to read inventory records, customer orders, or shipping schedules to determine required activities.

24. Walk me through how you plan or supervise infrastructure or collection maintenance functions, such as planting, fertilizing, pest or weed control, or landscaping.

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25. Name a time when you estimated labor requirements for jobs and plan work schedules accordingly.

26. What is the key to a successful budget?

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

28. What kind of experience do you have driving or operating farm machinery, such as trucks, tractors, or self-propelled harvesters, to transport workers or supplies or to cultivate or harvest fields?

29. Describe an experience when you trained workers in techniques such as planting, harvesting, weeding, or insect identification and in the use of safety measures.

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

31. What is the most challenging part of investigating grievances and settling disputes to maintain harmony among workers?

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

33. 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.)

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

35. 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.)

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

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

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

40. 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.)

41. Describe methods you use to monitor or oversee construction projects, such as horticultural buildings or irrigation systems.

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

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

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

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

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

47. Describe an experience in which your ability to work well with others and reconcile differences helped your company or employer. (Make sure the candidate knows how to negotiate.)

48. Share an experience in which you used new training skills, ideas, or a method to adapt to a new situation or improve an ongoing one. (Look for the candidate's ability to learn.)

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

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

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to respond to the problem.

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

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