Operations Supervisor Interview Questions

1. Describe an experience in which you identified and evaluated an inefficiency in a geothermal plant system.
2. Provide an experience in which you effectively supervised employees in geothermal power plants and/or well fields. What methods made you successful?
3. 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?
4. Describe methods you have found effective to ensure preventative maintenance is performed regularly on your geothermal plant equipment?
5. Share an effective method you have used to ensure compliance with standards and regulations in plant operations, maintenance, and repairs.
6. How often would you conduct employee safety training?
7. Provide your experience using programmable logic controllers to monitor geothermal operations.
8. Share an effective method you have used to ensure proper equipment operations of geothermal plant/injection well fields.
9. Describe some effective ways to communicate geothermal plant conditions to employees.
10. Provide an experience in which you identified an opportunity to improve plant electrical equipment, controls, or process control methodologies.
11. What is the most challenging part of budgeting for you?
12. Share an experience in which you conducted well field site assessments.
13. Share an experience in which you developed effective operating plans and schedules for geothermal operations.
14. What factors do you consider when selecting corrosion control and/or mitigation systems for geothermal

plants? Provide an experience.
15. Share an experience you had in dealing with a difficult person and how you handled the situation.
16. Provide an experience in which you made repairs to geothermal plant instrumentation or electrical systems.
17. Share how you obtain permits for constructing, upgrading, or operating geothermal power plants.
18. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.
19. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
20. Tell me how you organize, plan, and prioritize your work.
21. Share an experience when you applied new technology or information in your job. How did it help your company?
22. Give me an example of when you thought outside of the box. How did it help your employer?
23. Would you consider analyzing data or information a strength? How so?
24. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?
25. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
26. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
27. 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.
28. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
29. What is the state of your reports and records? What is one thing you would like to improve?
30. Provide an effective method you have used to develop and manage budgets. Share an experience.
31. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?
32. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
33. Provide an example when your ethics were tested.
34. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
35. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
36. Provide a time when you dealt calmly and effectively with a high-stress situation.
37. 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?
38. What are some long-range objectives that you developed in your last job? What did you do to achieve them?
39. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit your employer?
40. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the

situation and outcome?
41. Name a time when your creativity or alternative thinking solved a problem in your workplace.
42. Share an experience in which you effectively prepared environmental permit applications and compliance reports.
43. 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.)
44. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.
45. 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.)
46. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
47. Name a time when your patience was tested. How did you keep your emotions in check?
48. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
49. What is the key to a successful budget?
50. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.
51. Describe a time when you successfully provided personal assistance to a coworker or patron.
52. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

53. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
54. 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?
55. 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.)