Food Service Specialist Interview Questions

1. 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?
2. Share an effective method you have used to ensure obedience of liquor regulations.
3. What is the most challenging part of budgeting for you?
4. 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?
5. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?
6. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.
7. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
8. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.
9. What is the key to success when communicating with the public.
10. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
11. Tell me how you organize, plan, and prioritize your work.
12. Share an experience when you applied new technology or information in your job. How did it help your company?
13. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

14. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
15. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
16. Share an experience you had in dealing with a difficult person and how you handled the situation.
17. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.
18. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
19. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?
20. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.
21. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?
22. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
23. Provide an example when your ethics were tested.
24. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
25. Share an experience in which your willingness to lead or offer an opinion helped your company.

26. Share an experience in which your monitoring of food preparation or serving in your company helped you to ensure compliance with regulations.
27. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?
28. 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.
29. Please share an experience in which you presented to a group. What was the situation and how did it go?
30. Provide a time when you dealt calmly and effectively with a high-stress situation.
31. Name a time when your patience was tested. How did you keep your emotions in check?
32. 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.)
33. Tell me about your last experience counting money and/or making bank deposits.
34. Share an effective method you have used to ensure food is prepared and/or presented in an acceptable manner.
35. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.
36. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
37. Provide a time when you successfully resolved a difficult complaint from a customer. What methods did you use to effectively deal with the complaint and/or problem?
38. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

39. How do you balance economical use of food and timely preparation?
40. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
41. Share an experience in which your review of budgets and expenditures helped your company to avoid financial problems.
42. What method have you found most effective in ensuring product quality and quantity when receiving deliveries?
43. Tell me about your last experience successfully assigning staff duties.
44. Provide an experience in which you were sensitive to somone's needs or feelings. How did your helpfulness affect your work environment?
45. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?
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. Share an experience in which you successfully negotiated with a difficult client for the scheduling and arrangement of an event.
48. What factors do you consider when planning menus and food utilization?
49. Describe a time when you successfully managed an understaffed restaurant. What methods led to your success?
50. Describe standards you set for personnel performance and/or customer service which improved the effectiveness of your company.

51. Describe a time when you successfully provided personal assistance to a coworker or patron.
52. Provide a time when you successfully directed a worker training program. What methods made you successful?
53. Share an experience in which you accurately identified a missing ingredient in a dish.
54. Tell me about the state of the records you have kept most recently. What needs the most improvement in your record keeping?
55. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?
56. 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.)
57. Share an experience in which you determined a way to improve service, performance, or safety in your restaurant.
58. How do you determine which equipment and supplies are needful for purchase?
59. Provide an example of when you were persistent in the face of obstacles.
60. What methods have you used to estimate consumption and to predict amounts of goods needed for purchase?
61. Share an effective method you have used to assess staffing needs and to recruit new staff when needed.
62. How do you stay fit in order to perform physical activities that are required in the workplace?
63. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

64. Describe the last specialty dish you created. How was it received?
65. 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.)
66. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?
67. Share a method you have used to determine items that are unpopular or less profitable.
68. Tell me about your experience arranging for equipment maintenance and repairs.
69. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.
70. Would you consider analyzing data or information a strength? How so?