

## Interview Questions – Dry Lining/Plaster

**INTERVIEW - POSITION - .....CANDIDATE:.....**

This information on this word document contains guidance on competence base interview question for an assistant site manager and site manager. We would recommend a use of a scoring scale of 1 to 4, with 1 being the unsatisfactory, 2 being satisfactory, 3 being good and 4 being outstanding.

### Pre – Interview Checklist

- |  |   |
|--|---|
| -Introduce panel                           | -Confirm candidate's identity   |
| -Confirm post being interviewed for        | -Explain competency based interview structure                         |
| -Ask what they know of insert company name | -Explain opportunity for questions for candidate available at the end |

#### **PRODUCTIVITY AND WORK ETHIC** Actions reflect values and principles that distinguish right from wrong

- What method of Plastering do you use?
- How long would it take you to complete a typical 3 bedroom house?
- Give me an example on what frustrate you on site?

#### **HEALTH, SAFETY & ENVIRONMENT** Asserts owns ideas and persuades others to gain support and commitment

- Give me an example on how you overcome manual handling on site?
- Give me an example of a time where health and safety has been comprised? What did you do?
- If there was a piece of safety gear / equipment required, what would you do?
- Tell us about a time when you have had a safety issue in your job? What was it and what was the outcome? Did you learn anything?
- What would you do if a co-worked wasn't taking the necessary safety precautions?
- What safety precautions do you take when operating machinery?
- How do you stay up to date when it comes to following established safety rules and regulations and maintain a safe and clean environment?

#### **CONSTRUCTION QUALITY PROCESS** To seek continuous improvements

- Give an example of how you ensure the site remains clean and tidy?
- Describe how you ensure consistency?

#### **SITE & PROJECT PLANNING** Considers the relative costs and benefits of potential actions to choose the most appropriate ones

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<ul style="list-style-type: none"> <li>• What is the most challenging work that you have performed? Why was it challenging, what was the outcome and what did you learn?</li> </ul>
<p><b>Include comms questions</b></p>
<p><b>PEOPLE MANAGEMENT (LEADERSHIP &amp; MANAGEMENT)</b> Motivates, develops, and directs others</p>
<ul style="list-style-type: none"> <li>• Describe an instance when you had to extricate yourself from a difficult situation. How did you do so? How did those involved react?</li> <li>• What is your experience in working within an team? If some goes wrong how do you handle this?</li> </ul>
<p><b>Copy above across from brick</b></p>
<p><b>COMMUNICATION</b> Effectively transfers information and expresses ideas to individuals or groups in oral and written form</p>
<ul style="list-style-type: none"> <li>• Describe how you raise an concern if something is not right on site?</li> <li>• Give me an example of a time you taught new information to an apprentice. What approach did you take, and why?</li> <li>• Tell me about a time when your active listening skills really paid off for you. Were you able to communicate these details to those who may have missed them?</li> </ul>

### Post – Interview Checklist

- Invite questions, Request current notice terms
- Explain post interview procedure, Thank candidate for attending