



## Questions for Potential Employee: Foreman Level

Candidate Name: \_\_\_\_\_ Date: \_\_\_\_\_  
Interviewer: \_\_\_\_\_

1. Are you currently employed? \_\_\_\_\_ If not, for how long looking? \_\_\_\_\_

2. Where else have you interviewed?

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What is your status on your interviews with these other companies? How far along are you in the process with these companies? Do you have any other current offers? What are they?

Notes:

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3. What is your driving record?

Have you had any moving violations in the last 5 years?

Submit copy of DMV report

Notes:

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4. Why are you no longer employed at \_\_\_\_\_?

What were the reasons for your departure? If employed, why do you want to make a change?

Notes:

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5. What was your base pay at your last job? \_\_\_\_\_ per hour

Were you on a bonus program? Did you get a bonus? How did the program work?

Explain: \_\_\_\_\_

6. Describe your workday at your last job

Notes:

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7. Job Review:

Have candidate walk a job and write down a list of items needing attention

Have them write down the order that they would do things in and how long each item would take.

**8. Equipment Review:**

Have them review in detail what types of equipment they have used and ask about them about simple things like how often they sharpen blades, change oil, filters etc. to see if they are mechanically inclined.

**9. Chemical Review:**

Ask what chemicals they have used and for what type of pest. Ask for application rates and what they know about safety precautions with chemicals like PPE's goggles, gloves, mixing and disposing.

**10: Safety:**

Ask if they know what the basics are around safety. Lifting heavy objects, hedge shears, helmets for stake pounders, etc.

**11: Irrigation Review:**

Give the names of the most common components of the irrigation system.  
See if he can schedule a controller.

<b>Evaluation Summary</b>	<b>Outstanding A</b>	<b>Meets B</b>	<b>Below C</b>	<b>Did not Cover D</b>
Motivation				
Technical Industry Experience				
Interpersonal/Values				
Leadership				
Organizational				
Teamwork				
Communication				
Professional Appearance				

**Overall Evaluation:**

**A**

**B**

**C**

**D**

Comments:

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Next Steps Recommended:

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