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| Pre-Employment Screening Questions for New Installers/Technicians |

* What degrees do you have? What was the course content to get that degree?
* What were your job duties and responsibilities? What did you like most about the job? What did you like least about the job? Why did you leave that employer?
* How do you interact with other people—co-workers? Customers?
* Tell me about your troubleshooting skills?
* Do you understand that our work is more closely related to the construction trades than to the work of a bench tech? Are you okay with that?
* Some of our work involves climbing ladders, working on scaffolding, or being on a lift or in a bucket truck. Are you comfortable in those situations?
* Some of our customers require all people working on their premises to be drug tested. Are you okay with that?
* We do a lot of work in the state correctional facilities. They require that you leave your drivers licenses with them at the beginning of the day. While you are working, they do a warrant check and if there is a problem, you become a “resident.” Do I need to worry about this?
* Do you have a valid driver’s license?
* The nature of the job requires driving your own or a company vehicle on company time. Our insurance provider frowns on people with two or more moving violations in a single year and will not cover anyone with a DWI on their record. Do I need to worry about this?
* Is there any reason that you don’t believe you can perform the work required of you?
* Is overtime work in the evenings, Saturdays, Sundays and holidays a problem for you?
* The training we provide requires out of town travel and overnight stays. Is this a problem for you?
* Unless you are a journeyman, you will be part of an apprenticeship program and will be required to attend school eight hours a week from September to June for up to five years depending on your level of experience. How do you feel about this?
* What makes you mad? (You would be surprised how people react to this and what you can learn about them.)

**Other things to consider:**

* Valid Driver's License
* Reliable Vehicle
* Language Skills
* Lifting of objects and the maximum weight required
* Vision requirements
* Inside or outside activities - any seasonal requirements
* Proficiency with personal computers
* Physical demands such as: stand, walk, sit, use hands to finger, handle or feel,
* Reach with hands or arms, climb or balance, stoop, kneel, etc.
* Risk of electric shock or vibration
* Noise level
* EOE statements
* Modifications made to all requirements to reasonably accommodate individuals with disabilities
* Drug screening requirements