Interview #1

Answer key: We're looking for well-articulated answers that interest you and show a giving mentality, top-notch people skills, and a love of work (especially hard work).

Openers

- What kind of work days have left you pumped to get back to work the very next day?
- What are some things I can tell you about Sunwave?
- What's something outside of work you're more passionate about than most people?
- Have you had any jobs that required mechanical skills? What were they? Tell me about something you've fixed, built, or figured out recently.
- Do you like fixing things or improving how things work?
- You show up to a job expecting a quick fix, and it turns into something much big enough to not finish quickly. The customer insists they need it done right away, and you're supposed to be at another call in an hour. What do you do?
- Imagine I take your phone away from you, you have no water, and i drop you in the middle of rural Maine where the closest road is 25 miles away, it's about to get dark, and a storm is closing in. What do you do next and what is one thing you would pick to have with you other than a phone. The goal is to make it back to VA. How would you do it? No devices or money. In the middle of the woods.

People Skills

- On a team or in a group, do you tend to be the planner or initiator, or do you go with the flow?
- What about this opportunity excites you most?
- How would your boss or a past boss describe you?
- Who's someone you've worked with or learned from that you really admire, and why?
- What's a misconception coworkers or friends have had about you?
- What qualities do you appreciate most in the people you work with?

- What do people usually ask you for help with?
- When was the last time you had to tell someone something difficult to hear about themselves, and what was the outcome?
- Tell me about the people you're closest to at work or in life. What makes those relationships strong?

Giving Mentality

- What's one of your biggest weaknesses that you want to improve, and how are you going about it?
- When was the last time you worked really hard for someone else's success?
- What's the most meaningful thing you've ever done for someone else?
- Tell me about a time you went out of your way to help someone who didn't ask for it.
- What's something someone taught you that you'd want to pass on to people you train or mentor?

Love of Working

- Where do you want to be in your career in five years?
- Who or what shaped how you think about hard work?
- What do you think separates a good worker from a great one?
- At previous jobs, what tended to fall through the cracks? Did you ever try to catch it?
- How do you go about learning new things?
- If you worked really hard at something, what outcome would excite you most?
- Give me an example of a time you had to make a hard decision without much information.
- How do you keep your tools and workspace organized? Walk me through how you'd leave a customer's home after a job.

Closers

- What 3 words would you use to describe me to someone?