



Entry-Level Firefighter Practice Oral Board Assessment (FEB. 2020) Sample Questions

1. What interests you about the Salt Lake City Fire Department?
2. What do you know about the job as a firefighter and how have you prepared yourself to be a firefighter?
3. What unique characteristic or trait sets you apart from the other candidates?
4. What do you believe would be your greatest challenge if you are hired as a firefighter?
5. Tell us about a time you have worked with diverse groups of people to accomplish a goal?
6. Describe the most challenging situation you have had to handle (be specific with one exact incident). What approach did you take in dealing with and resolving the issue?
7. Give us an example of how you have dealt with a team member not fully contributing to a team project. Describe the situation and how you handled it.
8. This position may deal with difficult or angry customers. Think of a circumstance when you were involved in a situation with a difficult customer or fellow employee and tell us how you dealt with the situation.



Entry-Level Firefighter Practice Oral Board Assessment (FEB. 2020) Interview Tips & Behavioral Interview

Preparing for your interview:

1. Know your audience
 - a. Spend a few hours learning everything you can about the company.
 - b. Get a sense of "who" the company is and how to embody a similar personality during your interview.
 - c. Before your interview, get a list of the people you're meeting with from the company.
2. Anticipate the interview questions you may be asked and then prepare how you will answer them.
3. Don't just think about how you'll answer certain questions; practice looking in the mirror and answering them out loud. This prep work will help you clarify your thoughts and make you much more comfortable during the interview.
4. Do as many mock interviews as you possibly can with a friend.
5. Prepare a few smart questions for when it's your turn to ask.
6. Dress for success. Typically, it's best to dress a step up for the position for which you are applying.
7. Spend the most time before the interview not rehearsing questions but reflecting on your career chronology to date. When you know your story inside and out, it's much easier to apply examples to just about any interview question.
8. Brush up on what certain body language conveys. Be aware of what you're communicating through your posture and stance—and make sure it's good.
9. Arrive early.
10. Spit out your gum! And put your cell phone on silent.



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During your interview:

1. Shake hands firmly, but only if a hand is offered to you first.
2. Maintain eye contact.
3. Sit up straight and do not fidget.
4. Listen carefully. Welcome all questions, even the difficult ones, with a smile.
5. Give honest, direct answers. Be careful not to ramble.
6. If necessary, ask the interviewer to repeat the question.
7. Sell yourself; but don't appear cocky.
8. Follow-up with a thank you card or email.
9. ****Remember, everyone you encounter throughout the entire process, may be assessing you.****

Sources: Monster.com; Careeronestop.org; Themuse.com



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Behavioral Interview:

What is a behavioral interview? Behavioral based interviewing is interviewing based on discovering how the interviewee acted in specific employment-related situations. The logic is that how you behaved in the past will predict how you will behave in the future i.e. past performance predicts future performance. In a behavioral interview, an employer has decided what skills are needed in the person they hire and will ask questions to find out if the candidate has those skills. Instead of asking how you would behave, they will ask how you did behave. The interviewer will want to know how you handled a situation, instead of what you might do in the future.

Preparation for the Behavioral Interview

Since you don't know exactly what situations you will be asked about, refresh your memory and consider some special situations you have dealt with or projects you have worked on. You may be able to use them to help frame responses. Prepare stories that illustrate times when you have successfully solved problems or performed memorably. The stories will be useful to help you respond meaningfully in a behavioral interview. Finally, review the job description, if you have it, or the job posting or ad. You may be able to get a sense of what skills and behavioral characteristics the employer is seeking from reading the job description and position requirements.

During the Behavioral Interview

During the interview, if you are not sure how to answer the question, ask for clarification. Then be sure to include these points in your answer:

- S** * A specific situation
- T** * The tasks that needed to be done
- A** * The action you took
- R** * The results i.e. what happened

It's important to keep in mind that there are no right or wrong answers. The interview panel is simply trying to understand how you behaved in each situation. How you respond will determine if there is a fit between your skills and the position the City is seeking to fill. So, listen carefully, be clear and detailed when you respond and, most importantly, be honest. If your answers aren't what the interviewer is looking for, this position may not be the best job for you anyway.