

Entry Level Interview Questions

1. Tell us about yourself.
2. Why do you want to be a firefighter?
3. What have you done to prepare yourself for a career in the fire service?
4. How does your family feel about a career in the fire service?
5. Tell us about a time when you set a personal goal but felt like giving up.
6. What is your greatest personal accomplishment and why?
7. I am going to read to you three categories of professional demeanor. Please define and give two examples of each:
 - a. Social Conduct/Self Control
 - b. Confidence
 - c. Professional Appearance
8. There are certain characteristics and behaviors that make an effective team member. List some of them and how they apply to you
9. What special attributes or skills do you bring?
10. The fire service is a stressful occupation. How do you plan on keeping a positive attitude?
11. Have you ever had a situation where you were ready to give up? What happened and what did you do?
12. How do you feel about working with women and minorities?
13. Give an example of a situation where you had to make a difficult decision without much help from others.
14. Describe your physical fitness routine.

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15. Describe your knowledge of power and hand tools.
16. How would you rate your mechanical ability? Give examples.
17. What have you done to volunteer in the community?
18. What are your 5 and 10 year goals and how do you plan on meeting them?
19. You are in the fire academy and have not been successful after one or two attempts in completing an evolution. What do you do?
20. You are a rookie firefighter who is being assigned all of the less than desirable duties that nobody else wants. What would you do and why?
21. Describe the day in the life of a rookie firefighter?
22. How do you see the role of a rookie firefighter?
23. During firefighting there is oftentimes destruction of property, injury and loss of life. How would you react and cope with this?
24. How would you feel about working in a division other than firefighting?
25. Define honesty and integrity as it is related to the fire service? Give an example.
26. Working in the fire service is not always exciting. In fact, it's often very slow at times. What would you do during the tedious and oftentimes monotonous down times?
27. You're part of a team at work or school. Your team leader or team member is failing to get the job done. What do you do?

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28. Please describe a time when you had a conflict with a coworker. What was the situation and how did you work to resolve it?
29. Give an example of a situation where you made a decision that was unpopular with the rest of the group.
30. Describe a time when you worked with someone who comes from a completely different background than yourself.
31. Describe a time where you felt capable of leading a group but were not chosen. What did you do and how did this affect the outcome?
32. Have you ever been compelled to follow the instructions of another to accomplish a goal?
33. Have you ever effectively coordinated your activities with the activities of others to accomplish a goal?
34. Have you ever emerged as the leader of a group? Describe the situation.
35. Tell us about a stressful situation and how you had to think on your feet?
36. What do you see as your greatest strengths and your greatest weaknesses?
37. Provide an example of a situation where you were able to use something you learned in school.
38. Describe a situation where you did something with little or no supervision.
39. Give an example of a time where you were part of the group and emerged as the leader.
40. Provide an example of how you tried to improve a situation with your knowledge or training. What impact did it have on the situation?

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41. Why should we hire you over all of the competition?
42. Describe a situation where you exerted a great deal of effort to accomplish a goal and achieved the desired outcome. What effect did it have?
43. Describe a situation where you helped accomplish a leader's goal. How did it turn out?
44. What special attributes should a firefighter have?
45. Define policies and procedures. Would you ever break a policy? If so, give an example.
46. What do you plan on doing with all of your free time while on duty?
47. Please give four reasons why it is important to follow the orders of your captain?
48. What are the positive effects of maintaining a professional demeanor?
49. Your direct supervisor gives you a direct order to complete a task a certain way. You believe that you have a more efficient or better way. What would you do?
50. Give an example of how you would deal with a difficult person that is hard to get along or work with?
51. Give us an example when you were either at work or school and were given a number of tasks to complete that were "Time Competing".
 - a. Did you complete the task?
 - b. How did you complete the task?
 - c. What would you do if you could not complete one?

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52. You are a rookie firefighter. Your captain gives you an assignment that you feel would be unsafe. What would you do and why?
53. As a rookie firefighter you find yourself so busy around the station with station duties that you do not have time to study for your written proficiency exams. Your test scores are suffering. What would you do and why?
54. You and your partner are pulling a hose line into a well-involved house fire. As you are pulling the line through the smoke charged living room you encounter a child down. You turn to tell your partner and find that he too is unconscious. What would you do and why?
55. At a fire in a liquor store at two in the morning, you observe your senior firefighter eating a candy bar during the overhaul phase. What would you do and why?
56. Describe a situation where you had to take decisive action under stressful conditions.
57. You are driving down the freeway in your personal vehicle at night when the “check engine” light appears on your dash board. What steps would you take and why would you take them?
58. You are a rookie firefighter sweeping the apparatus bay floor on a quiet Sunday morning. When you depress the door opener the large bay door fails to open. What would you do and why?
59. You are a firefighter and are assigned to the roof to ventilate and your chainsaw has a mechanical issue and will not start. Give us an example of when you were at work or school and had to respond to this type of situation of changing a task.
60. You are fighting fire and you lose water. What do you do?