

Worksheet: Farm Job Interview Question Guide

When hiring for an open position, you will want to conduct interviews to learn about applicants and explain the job's role in the farm business. Based on information you collect during interviews, you can visualize whether a candidate will excel on the job. Questioning does have some limits, however. Use this sheet to prepare questions to ask and note questions to avoid.

Unacceptable Questions

Interview questions should only focus on whether an interviewee can do the job you've outlined. Don't ask about personal characteristics, preferences or behaviors. The following are examples of unacceptable questions to ask during interviews.

- What is your age, race, ethnicity or sexual orientation?
- What are your religious or political preferences?
- Do you have a disability or medical condition?
- Are you married?
- Do you have children?

Acceptable Questions

During an interview, inquire about education, work experience, fit with the job, aptitude to learn and ability to work with others. As you write questions, refer to a position's job description. You'll want to ask whether interviewees have the capabilities needed to do job tasks. Here are several sample questions.

Education and Previous Job Experience:

- What education you have you had?
- Tell me about tasks you have done for past jobs.
- What tasks have you enjoyed the most? The least?

Job-Specific Assessment:

- An important task in this job is _____. What related experience do you have?
- If (this scenario) happens, then how would you respond?
- This position requires lifting as much as 50 pounds. Are you able to do that?

Aptitude to Learn:

- When you have needed to acquire a new skill, how did you approach learning it?
- What types of training have you pursued?
- What skills would you like to acquire? Improve?

Ability to Work with Others:

- This position has supervisory responsibilities. How do you manage employees?
- How have you previously worked through situations with difficult coworkers?

Your Questions

Tailor interview questions to the specific position. Ask similar questions of all people who you interview for one open job, so you can more easily compare responses and identify the strongest candidate.

Here, organize questions you intend to ask candidates interviewing for a job. When brainstorming questions, refer to the job description to ensure that you will collect the information you need to make a hiring decision. Also, strive for asking open-ended, not those that could be answered with only a “yes” or “no.” Answers to open-ended questions allow you to learn more about a candidate.

Education and Previous Job Task Experience:

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Job-Specific Assessment:

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Aptitude to Learn:

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Ability to Work with Others:

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