



Hiring Questions

Trades Hiring Questions Template

1. Closed-Ended Questions

Closed-ended questions provide the respondent with limited response options, such as yes/no or multiple-choice answers. These questions help gather specific information efficiently.

- Do you have a valid White Card?
- Have you worked on commercial construction sites before?
- Are you comfortable working at heights?

2. Open-Ended Questions

Open-ended questions allow the respondent to elaborate on their answers, offering insights into their skills, experience, and thought processes.

- Can you describe your experience working with different construction materials?
- What do you enjoy most about working in the trades?
- How do you handle challenging situations on a job site?

3. Funnel Questions

Funnel questions start broad and become more specific to gather detailed information.

- What types of construction projects have you worked on?
- Which project did you find most challenging and why?
- What specific skills did you develop from that experience?

4. Rhetorical Questions

Rhetorical questions are used to engage the candidate or highlight a point, rather than to obtain an answer.

- Who doesn't want to work with a great team?
- How satisfying is it to see a completed project after weeks of hard work?

5. Leading Questions

Leading questions suggest a desired response and should be used carefully.

- You take safety seriously, don't you?
- This role requires working weekends occasionally—are you okay with that?

6. Divergent Questions

Divergent questions encourage creative or critical thinking without requiring a specific answer.

- If you could change one aspect of construction safety regulations, what would it be?
- How do you think technology will impact the trades in the next decade?

7. Convergent Questions

Convergent questions require the respondent to analyze information and arrive at a single correct answer.

- What are the three essential PPE items for any construction site?
- Why is proper site preparation important before laying concrete?

8. Probing Questions

Probing questions dig deeper into a candidate's experience or reasoning.

- Can you walk me through a time you had to solve a problem on-site?

- What steps do you take to ensure quality in your work?

9. Clarifying Questions

Clarifying questions help to ensure understanding and avoid miscommunication.

- When you say you have experience with framing, do you mean residential or commercial framing?
- Just to confirm, you're available to start on Monday?

10. Evaluation Questions

Evaluation questions require judgment or analysis based on the candidate's experience or knowledge.

- Based on your past projects, what do you think makes a successful tradesperson?
- Looking at this blueprint, what potential issues do you see with the design?

11. Problem-Solving Questions

Problem-solving questions assess a candidate's ability to think critically and handle challenges.

- If a project is falling behind schedule, what steps would you take to catch up?
- How would you handle a dispute with a coworker about the correct way to complete a task?

12. Recall and Process Questions

These questions assess the candidate's ability to remember and apply knowledge.

- What is the correct procedure for mixing mortar for bricklaying?
- Can you explain the steps involved in installing a steel beam?

13. Affective Questions

Affective questions gauge a candidate's emotions and values related to their work.

- How do you feel about working long shifts outdoors in different weather conditions?
- What motivates you to stay in the construction industry?

Using these questions in your hiring process can help you assess candidates effectively and ensure they are a good fit for your team.