

Sous Chef Job Interview Questions And Answers



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Sous Chef Interview Questions And Answers Guide.

Question - 1:

Tell me what do you know about our kitchen?

Ans:

I know that the company prides itself on using the finest ingredients in order to put out the best product. I know that the company believes in having great people and continuing their education so they can continue to grow and help the company grow.

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Question - 2:

What's your 'Last Supper' meal? Your 'Death Row' meal?

Ans:

It would have to be boudin noir (blood sausage), mashed potatoes, foie gras rossini gravy, lots of bread and butter. An explicit version of bangers and mash.

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Question - 3:

Tell us about your experience in the food industry?

Ans:

I have a varied experience in the kitchen I started out as a short order cook then went to Sunterra did a lot of big batch prep/catering/cooking classes/team leader/line cook/customer service then to Brava Bistro worked my way up to first cook learning different skills along the way, then to Winsport as a banquet chef and then Winter Club as a Chef de partie.

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Question - 4:

Tell me what do you most love about your job?

Ans:

The daily grind of dealing with local ranches, taking wonderful raw food and transforming it into dishes for my diners to experience.

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Question - 5:

Tell me why are you the best candidate for us as Head Chef?

Ans:

I'm the better candidate because i'm able to execute what my company wants the guess to receive and provide knowledge and skill with creative cooking to bring a grand experience to the guess.

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Question - 6:

What do you like to eat when you're at home?

Ans:

Comfort food something quick and easy. Which in my case normally involves take away, Chinese, Thai or Indian.

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Question - 7:

What was your biggest disappointment as Head Chef?

Ans:

A bad service is a disappointment to me. I have been told that I don't take failure well. Being let go from Winsport was disappointing.



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Question - 8:

Where do you see yourself in five years? Ten?

Ans:

Just progressing, developing myself as a cook. Building successful restaurants.

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Question - 9:

Tell me what are your career goals as undefined?

Ans:

I want to learn more management skills ie food costing /ordering and scheduling and learning new and we exciting going ways to do things.

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Question - 10:

What is going to be the next big thing in the food world?

Ans:

Staying on track with sustainability is the only way the food world can get better and move forward.

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Question - 11:

Tell me what do you do to insure the quality of the food going out to customers?

Ans:

Always checking and principal trust in the good quality of the products and trust my team.

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Question - 12:

Tell me your favorite foods to cook with?

Ans:

I enjoy cooking with pretty much everything. Although braising brings out a special part in me. Fish is very versatile and lends itself to lots of flavors.

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Question - 13:

Tell us something you would like to learn or improve upon?

Ans:

I want to learn more management related skills like people management and kitchen management ie food costing/scheduling and ordering.

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Question - 14:

Best cooking tip for a novice just getting into the business?

Ans:

Show up on time and have a good attitude, the rest we can teach you. Oh and don't expect to get paid well or work sociable hours.

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Question - 15:

Explain what are some of your greatest accomplishments?

Ans:

Making 9 boxes of mash potatoes in 3 hours lol Completing my red seal training assisting with being a top ten restaurant for many years.

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Question - 16:

Best piece of advice you would give a home enthusiast?

Ans:

Cook what you like and give it a lot of time and love. It makes the difference.

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Question - 17:

Tell us about your education. How has it prepared you for a Head Chef position?

Ans:



My education has brought me to the point of attaining a sous chef position. I do want to take more classes to learn more management related skills either the food and beverage related management or just general workplace communication/business management courses.

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Question - 18:

Where do you see yourself in 5 years as Head Chef?

Ans:

I see myself as a chef in a small kitchen putting out great food that people relate too.

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Question - 19:

What are your favorite kitchen equipment or gadget?

Ans:

I have many - the silpat, chinoise, and immersion blender. My current favorite is the pasta roller attachment to a kitchen aid.

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Question - 20:

Are there any foods you just don't like?

Ans:

Not that I've found. Oh, does Marmite count as a food?

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Question - 21:

Explain what are your qualifications?

Ans:

Having financial control of the kitchen. Friendly personality with a 'can do' attitude. Responsible for stock control, purchasing and menu planning. Ability to quickly identify and resolve problems. Able to work overtime at short notice if required. Ensuring that all HACCAP, CoSHH reports are maintained and monitored.

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Question - 22:

Tell me how do you ensure success when working with a Chef and/or a Kitchen Manager?

Ans:

By working side by side accepting his advice and wisdom to achieve success and learn from your mistakes.

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Question - 23:

Tell me are you an efficient worker?

Ans:

I plan my day/prep chart of what I need first then move onto less urgent items. If I know I need to do something that takes a long time then I get started on that first. Multitasking is important.

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Question - 24:

Fresh Head Chef Interview Questions:

Ans:

- * How would you win awards?
- * what is your 5 year plan for this kitchen?
- * how do you manage budgets?
- * how would you deal with a chef who is always late?
- * what kind of style discipline do you use in your kitchen?
- * how do you ensure dishes are to the standards on your day off
- * here is a list of ingredients and prices, how do you work out the food cost and gp?
- * how is a wage percentage worked out?
- * what wage % do you work to?
- * if your gp is below budget, what things can you do to change it?
- * what things can effect a GP?
- * whats your knowledge on COSHH
- * When you design a menu, what are the 4 key things you think about?
- * What would you do if someone called in sick?
- * If your rota is looking tight, what would you do?
- * when you write a rota, what things do you think about?
- * when forecasting covers for the following week, what kind of factors do you consider?

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Question - 25:



Operational and Situational Head Chef Interview Questions:

Ans:

- * Describe the training that you have and how it relates to this position.
- * In your experience, how does food cost factor into menu creation?
- * What is your involvement with Purchasing and Receiving?
- * List some of your favorite food vendors and why you like to work with them.
- * What foods do you like to pair together and why?
- * How does your winter menu differ from your spring menu?
- * How do you control the quality of the food that goes out to customers?
- * How do you take ownership over customers' experience of your restaurant?
- * What do you do when customers request ingredient substitutions?
- * How do you handle special diets (such as gluten free diets)?
- * Recall a time you handled a situation with a disappointed customer.
- * How do you keep labor costs under control?
- * Describe your approach to hiring staff. What do you look for?
- * Recall a time that you fired someone. Why did you do it?
- * How involved are you in managing your cooks?
- * Describe your experience with multicultural and multilingual teams.
- * Recall a time you resolved a conflict with a difficult employee.
- * Recall someone who you have trained or mentored. Where did they start? Where are they now?
- * How would you improve our establishment?

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Question - 26:

Learning Based Head Chef Interview Questions:

Ans:

- * What are your 5 year goals?
- * What do you want to learn in the next 5 years?
- * Do you have a current food hygiene certificate?, if so which level is it?
- * Do you have a cooking qualification?, if not are you looking to do one here (ie NVQ)?
- * Do you have a first aid certificate and is it in date?
- * What is COSHH?
- * What is HACCP?
- * What do you want to learn in the future?

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Question - 27:

Food Based Head Chef Interview Questions:

Ans:

- * Ask the candidate a couple of questions about ingredients or dishes, base these 2-3 questions on the style of food you do.
- * Ask them a technical question, again base this on your style of cooking.
- * If they will need to help with menu design: How would you plan a menu, what are the key elements you need to look for in a good menu design?
- * How would you motivate others?
- * How would you ensure high standards?
- * Can you give an example of a hard situation you had to handle?
- * How would you handle disagreements between team members?

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Question - 28:

Sous chef Interview Questions:

Ans:

- * How do you train others?
- * how will you ensure the high standards when the head chef is off?
- * what kind of support would you give to the head chef?
- * what value would you bring to the kitchen?
- * how do you manage the kitchen?
- * have you any knowledge of menu planning?
- * what would you do if the dishwasher breaks down?
- * what would you do if one of the ovens stopped working?
- * if you have a function for 200 chicken dishes and only 180 was delivered this morning and was signed for by the breakfast chef, what would you do?
- * what would you do if the KP called in sick?
- * when you become a head chef, what type of kitchen would you want?
- * why do you want to be a sous chef here, what will this do for your career?

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Question - 29:

Professional Head Chef Interview Questions:

Ans:

- * Why did you decide to become a chef? What other back-of-the-house positions have you previously held?
- * Did you go to culinary school? What credentials did you earn through your culinary studies?
- * What did you like best about the education experience? What did you like least?
- * Where and how were you trained?



- * What is your management style? What management style do you prefer for your supervisor to have?
- * How many employees report to you? What levels are the employees who are your direct reports?
- * Are you a team player? Describe your usual role in a team-centered work environment? Do you easily assume a leadership role?
- * Do you have a sense of humor?
- * Tell me about a difficult situation and how you handled it?
- * Describe the relationship between back-of-the-house and front-of-the-house operations.
- * Tell me about your experience with employee and workforce management. Describe the last time you had to discipline a subordinate.
- * Are you able to work flexible hours?
- * Is there a chef you admire the most? Who and why?
- * What is your favorite cuisine? How many different types of cuisine are you capable of producing?
- * What is your favorite cuisine to cook?
- * What is your favorite wine?
- * Tell me about your wine knowledge.
- * Tell me about pairing wine and food.
- * What trends are you noticing regarding wine and food pairings?
- * What is an example of a springtime menu you would prepare for me?
- * If you were asked to reduce fat and sodium in a menu, what would you do maintain flavor in the quality of the dish?
- * What do you do to stay current on new trends? Describe two or three of the most interesting industry trends.
- * How do you test the quality of your ingredients?
- * Describe your knowledge of food safety.
- * How involved are you in the beverage component of your establishment?
- * How involved are you with menu development and overall design?
- * When are you happiest at work?
- * If you were told that your food cost was high, what five things would you look at first?
- * What is the average annual revenue of the restaurants you have worked in?
- * How involved are you in the financial aspect of the business?
- * Tell me about your budgeting, purchasing and inventory control experience.

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Question - 30:

General Head Chef Interview Questions:

Ans:

- * Do you prefer working on your own or within a team, and why?
- * How would you describe your personality?
- * Can you give an example of when you went out of your way to help someone?
- * Outside of work, what do you enjoy doing?
- * Do you play sports?, if so which
- * Someone you are working with is having a bad time outside of work, what would you do?. Can you give an example of this.
- * If someone else was to describe your personality, what would they say.
- * Towards the end of a shift, what do normally start thinking about?
- * If you had to tell me about you in 3 words, what 3 words would you use?
- * What motivates you?
- * What demotivates you?
- * How would you motivate others in your team?
- * Do you have any holidays pre booked
- * What is your current salary
- * What salary are you looking for
- * Where can you see yourself in 5 years time
- * If they need to drive to get to the site, ask about driving / travel arrangements
- * What is your current notice period

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Question - 31:

Questions to ask when interviewing a Head Chef:

Ans:

- * How many employees report to you? How many of those are managers?
- * Who do you report to?
- * What is the volume/revenue your establishment is doing in a year?
- * What is your favorite food to eat?
- * What is your favorite cuisine to cook? Why? (Look for use of ingredients)
- * Give me an example of a Springtime menu you would prepare for me? (Look for use of in-season ingredients)
- * Why did you choose to become a Chef?
- * What do you do to stay educated about new trends?
- * What do you do to insure the quality of the food going out to customers?
- * Give me an example of someone you have trained or mentored. Where did they start and where are they now?
- * How do you take ownership in your position there at _____ (company)? (look for guest interaction, financials, organization, cleanliness, quality)
- * How do you insure/test the quality of your ingredients?
- * Tell me about an accomplishment that you are most proud of in your career.
- * Describe to me a problem you had with an employee and how you handled it.
- * Tell me about your management style.
- * Tell me 3 things that you consider to be your strengths.
- * Tell me something you would like to learn or improve upon.
- * How involved are you in the beverage aspect?
- * Tell me about your wine knowledge.
- * How involved are you in the financial aspect of your business? Budgets/forecasting?
- * How involved are you in executing labor cost? If your labor is running high, what measures do you take to control it?
- * How involved are you with the menu development and overall design? Who do you feel should be involved in the decision?
- * How involved do you get with Purchasing and Receiving?



- * How involved are you in the risk management side of the business?
- * What are your thoughts on progressive discipline?

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Question - 32:

How do you get your inspiration?

Ans:

Reading cookbooks, keeping up with the latest trends and dining out.

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Question - 33:

What are your favorite cookbooks?

Ans:

Currently, I'm liking Fearnly Whittinghams "About Meat", Thomas Kellers' and Fergus Henderson's books. Anything written by Michael Ruhlman.

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Question - 34:

Explain the administrative versus the creative aspect of a chef's work?

Ans:

Discuss the importance of having an artistic culinary vision aptly combined with the necessity to instruct and oversee kitchen staff so that everyone performs at his best, while making sure supplies are always ready and fresh. The chef's vision, then, does not end with the dish, but encompasses the entire logistical process of getting the food on the customer's table.

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Question - 35:

Tell me what do you know about flattop, grill, and saute stations?

Ans:

I know that each kitchen tool can be used in a diverse way to create very tasteful cuisine. Flattop, can be used to simmer sauces and stocks in a controlled temp. Grill can be used to reheat Asian type foods, and saute station can double as a egg and omlette station, hot cereal station as well.

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Question - 36:

Tell us when have you made a suggestion to the executive chef before? How was your suggestion received?

Ans:

I have made plenty of suggestions some get the no right away It is all about timing and when to approach the chef. Most of ideas were said yes or maybe let's try it out.

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Question - 37:

Give me a time when you had to set an important goal in the past and tell me about your success reaching it?

Ans:

My goal was not too recent was completing my chef training at Sait after being out of school so long. I worked really hard to complete my technical training and schooling.

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Question - 38:

Tell me when have you resolved a conflict with a kitchen helper?

Ans:

I am a peace maker so I always know how to handle conflict listen to the problem and begin with a calm voice and a positive response and usually that will stop the problem.

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Question - 39:

Suppose If you had just one wish, what would it be?

Ans:

Wow, that's a loaded question.

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Question - 40:

What is your favorite food memory?

Ans:

Not really sure if I had one because my mums cooking was pretty bad, hence the reason I explored cooking to see if there was more to it. I did like her braises, so



anything that involves meat cooking for a long time would be one of them.

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Question - 41:

Suppose As an executive chef, what is the first thing that you will do in a kitchen that has often been a reason for criticism?

Ans:

In a kitchen that receives criticism often, there is usually a problem with the base structure. My first thought would be to investigate the problem. When I know where the problem lies, I will create a structure or system to make sure that all kitchen operations are handled within that scope.

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Question - 42:

Tell me do you work well under pressure?

Ans:

I generally do I am pretty good at keeping it under control, I find taking a breather is always good.

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Question - 43:

Tell me how do you handle stressful situations?

Ans:

I will keep it under control by trying to lighten up the mood if it is not too serious. Proper communication is key and diffusing the situation right away if need be.

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Question - 44:

Tell me what is your favorite food to eat?

Ans:

Italian, love pasta, because of the variety, there's a hundreds different ingredients you can use in pasta and it still tastes delicious.

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Question - 45:

Explain what is the most difficult part of being a Sous Chef?

Ans:

Personal clashes when a crew member doesn't want to use the chain of command to find help and relief in his day to day work, goes over my head only to be sent back to me, wasting time and momentum.

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Question - 46:

Tell me have you had an experience in marketing campaigns?

Ans:

Chefs are often involved in marketing and promotion of their restaurants. If you have any such experience or education, do not hesitate to say so. Chefs already know the market and can therefore participate in branding a place and creating marketing presence and promotional strategies.

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Question - 47:

Tell me where is your favorite place in the world?

Ans:

Ashland Oregon right now, that's why I chose to live here.

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Question - 48:

Where were you trained, and how difficult was your training?

Ans:

I did an apprenticeship program at a Forte Hotel. 4 days at work, one day at college. It was pretty intense, but something that I felt I needed at that point in my life.

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Question - 49:

Suppose As an executive chef, what do you believe your prime duties will be?

Ans:

From recipe and menu development and staff scheduling and overseeing, to ensuring that the kitchen is run smoothly and is clean and sanitized, I anticipate handling it all.

[View All Answers](#)

**Question - 50:**

Explain when have you had to give a poor performance review to a kitchen helper before?

Ans:

I have never had to on like a sit down level, it was more like after work an impromptu chat about what went wrong and how they thought they could fix the problem.

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Question - 51:

Tell me when have you led employees before? Why was it necessary for you to lead in that situation and how do you believe your leadership skills were?

Ans:

I have had times where I was covering a shift and had to assume the leadership role. I believe from my perspective it was a smooth service. I don't like to be that cook who trumpets that he is the boss, I like to work together with the team. Am I proud that I made leader yes I am do I need to flaunt it no.

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Question - 52:

Tell me what is your greatest weakness and what are you doing to improve it?

Ans:

My greatest weakness is getting people to relate to me. Some people it is like we have been working together for a long time. Others it is a little harder to relate with. I want to take some classes on interpersonal communication in the workplace along with some management courses.

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Question - 53:

Please explain how would your former employer describe you?

Ans:

Out going, very intense, creative and joyous, easy to talk too. Follows directions.

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Question - 54:

Explain your typical day as a chef?

Ans:

Even if you haven't yet worked in a large establishment yourself, you know the chef's routine. Emphasize the nuances of the job to convey an impression of intimate knowledge. For example, ordering food so that there is always enough fresh supply, while choosing it so that the dishes are varied and interesting. It requires knowledge of the qualities of ingredients, as well as familiarity with the market and suppliers. The chef's routine includes the ability to coordinate these administrative tasks with the art of cooking.

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Question - 55:

What do you think is the most challenging ingredient to work with?

Ans:

Typically, something I haven't worked with before proves to be a challenge, only for a few hours though.

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Question - 56:

When did you know you wanted to be a chef?

Ans:

When I was 15. I was fascinated by hotels from a young age and did a work experience at a hotel and the only department I liked was the kitchen. The rest is history.

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Question - 57:

Tell me how do you evaluate success?

Ans:

In the kitchen it would be the food output if its looks good and presented well and the staff is happy food output then its a success.

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Question - 58:

Tell me what is your greatest strength? How does it help you as a Head Chef?

Ans:

My palate. It does not matter if I am creating a dish, making one of dishes on the current menu or tasting something one of the line cooks made. As long as I understand the flavors and can pick up on the when I taste, then I will always be useful.

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Question - 59:



Tell me what was your greatest accomplishment as as Head Chef?

Ans:

When guest ask to see me to tell me how wonderful the food I made for them was. Always puts a smile to my face.

[View All Answers](#)

Question - 60:

Tell us of a time when you were put in a situation which truly tested your ability to handle things as an executive chef?

Ans:

We were catering a large order of 112 pizzas and ironically ran out of pizza cheese! It was one of the most mortifying moments of my life. Thankfully, I knew of a local cheese supplier who was kind enough to supply me the cheese, provided that I went to pick it up from her. I rushed to her outlet myself. Thankfully, the cheese hadn't run out for the running orders till then and we were still able to prepare them all on time!

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Question - 61:

Tell me why do you feel that you are well-qualified to work as an executive chef at our restaurant?

Ans:

The one main reason that I feel qualified to work for your restaurant is the fact that I have climbed up the kitchen staff hierarchy ladder step-by-step over the last 10 years. I feel that I am now prepared to take up this role as I understand and appreciate the struggle of each stage and can work effectively in providing support.

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Question - 62:

What do you like most about being a Sous Chef?

Ans:

The ability to see different management styles from different chefs and the ability to learn different cuisine styles from different chefs. All of these things help me to grow and become better rounded.

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Question - 63:

Tell me are communication and self-presentation important for a chef?

Ans:

Yes, in more than one way. At one end, the chef has to be an effective team leader; chefs enact discipline and professionalism in the kitchen. Good chefs inspire their kitchen staff. At the other end, the chef might need to communicate with customers and should make the best impression possible in appearance and behavior.

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Question - 64:

Do you have a favorite wine?

Ans:

White wine has to be from the Sancerre region in France and Red from the Paso Robles region in California.

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Question - 65:

Where did you grow up?

Ans:

Just outside London, UK.

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Question - 66:

Suppose If we asked you to add just one or two specialties to our present menu, what would they be and why?

Ans:

I would suggest that you add a couple of organic or diet entrees in your menu. This is because customers are becoming increasingly health conscious and by doing so, you will be catering to an entirely new market, which in turn, will increase revenue as well.

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Question - 67:

Explain about your leadership abilities?

Ans:

My leadership abilities are I am a honest leader, I am pretty patient if you are new. I don't like to be a hands off leader. I do have expectations that the job will be done to the standards of the kitchen. I appreciate the guidance of the chef and the help of my coworkers.

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Question - 68:

Tell me what are your specialties as a chef?



Ans:

Describe your specialties in cooking (pastry, sauce, etc.), and your relevant experience in general. You can also talk about anything else you excel at; perhaps your team management skills are especially outstanding, or your knowledge of local tastes, etc.

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Question - 69:

Who in the food world do you most admire?

Ans:

I have respect for Gordon Ramsey, obviously Thomas Keller. All of the great chefs who have helped form this industry. But mainly to the young guns who represent and do what they do all in the name of good cooking.

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Question - 70:

Tell me what do you do for fun?

Ans:

Golf, snowboard, poker, shooting the sh*t with the boys at the bar, jogging occasionally.

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Question - 71:

Did you eat your veggies?

Ans:

Only after I ate my meat.

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Question - 72:

Explain As a chef, what is your specialty?

Ans:

I am experienced in cooking many different types of cuisines, including French, Persian, Italian, Indian and Turkish. This makes me a cut above others as not many people can do justice to so many different types of cuisines - 2 or 3 are usually the limit!

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Question - 73:

Explain what do you do to stay educated about new trends?

Ans:

Always try to keep update with the help of Internet, beside most of the new techniques will be learnt at work when you work with other chefs.

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Question - 74:

What individual has had the greatest influence on you?

Ans:

I think everybody has been overloaded with work its the nature of the food industry.

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Question - 75:

Explain In what ways can a chef be creative?

Ans:

Creativity is crucial for this line of work. You can state that the chef must know the tradition and history of the food s/he works with, as well as numerous ways to combine ingredients. Chefs think and experiment with combinations. They can combine the traditional with the modern, a general taste with a touch of something personal, and create new flavors by trying new ingredient combinations.

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Question - 76:

Tell me A funniest kitchen incident?

Ans:

Wow, too many to recollect or mention on this site. Although a server once asked me if there was any egg in eggplant. Too funny!

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