# Switchboard Operator Assistant Job Interview Questions And Answers



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# Switchboard Operator Assistant Interview Questions And Answers Guide.

#### Question - 1:

Explain me about a problem or disagreement you had with previous supervisor?

#### Ans:

This question is trap. It is meant to see whether or not you'll speak poorly of an employer. No one wants to hire someone who's going to speak poorly of them down the road. Stay upbeat and positive - and most of all don't say anything negative about a previous employer.

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# Question - 2:

What are your strengths As Switchboard Operator Assistant?

#### Ans:

This is one of the most common questions you will be asked. Give an answer relevant to the skills and qualities relevant to the position you are applying to. The interviewer is trying to find if your strengths match the job. For example, if you are applying for a job As Switchboard Operator Assistant where accuracy is an important issue, one of your strengths could be that you have an eye for detail. It may useful to find different words to describe similar attributes and qualities in order to avoid repetition.

## View All Answers

#### Question - 3:

What do you think about Teamwork?

#### Ans:

I enjoy teamwork and am used to shift work. I think I would adapt well to the role. I am looking for new challenges As Switchboard Operator Assistant and I know I would learn a lot as cabin crew, not just about people and places, but skills like first aid too, how can I help others with in my limits.

#### Question - 4:

What is your typical way of dealing with conflict? Give me an example?

## Ans:

First, find out what the root of the problem is. Second, determine the best steps to remediation with the best possible outcome. Third, take action to put remediation plans in place.

View All Answers

#### Question - 5:

What is your greatest achievement outside of work As Switchboard Operator Assistant?

#### Ans:

This is a great opportunity for you to discuss how you've given back to the community, how you've achieved in a competitive extracurricular activity (think sports or clubs), how you've mentored others, and so forth.

# View All Answers

## Question - 6:

What is your personal mission statement?

# Ans:

Is it to conquer the world? Is it to become a CEO? Is it to give back to the community? Is it to inspire others? Define your statement by stating a clear vision of how you want to make an impact on the world with your work. <u>View All Answers</u>



## Question - 7:

How well do you perform under pressure?

#### Ans:

This is a fair question, as potential employers want to know if you're going to be able to get the job done even when things get a little bit stressful. You may say that you thrive under pressure or that you're able to get the job done even when things get a little bit stressful, just make sure to provide some real world examples of your ability to work under pressure in a prior job.

<u>View All Answers</u>

# Question - 8:

Explain what are your weaknesses As Switchboard Operator Assistant?

#### Ans:

Red flags: This is the peanut butter to the previous question's jelly. Again, everyone should expect it, so it's a bad sign if someone seems totally unprepared, or gives a stock answer like, "I'm a perfectionist." Also, of course, candidates crazy enough to blurt out some horrible personality trait should go in the red flagged pile. Good answer: Candidates should talk about a real weakness they've been working on improving. For instance, they're not good at public speaking, but they've been taking a course to help them improve. Or maybe they feel that they're easily distracted when working online, but have installed software that helps them stay on task. Answers like these show a desire for improvement, self awareness and discipline.

View All Answers

# Question - 9:

Describe what a "lot of work" looks like to you As Switchboard Operator Assistant?

#### Ans:

Ideally you'd like to state that you can take on a lot of work - this shows your work ethic, but at the same time it's okay to tell them that you value work and life balance.

View All Answers

#### Question - 10:

What are your thoughts about working from home?

#### Ans:

This is a new policy some companies are adopting. If the company you are interviewing for allows for it, then you should be thankful for the flexibility and convenience yet state that working from home is a privilege that you would honor. The key point you want to make is that you would still be able to focus and be just as productive working at home.

#### View All Answers

#### Question - 11:

What would you do if you won the lottery?

#### Ans:

The interviewer is asking this question to find out what your true passion is. Ideally it aligns to the type of work you're interviewing for. If not, tie it back in terms of how it relates to the job, for example, "I believe I'll learn the necessary skills in this job to pursue my passion later on in life."

View All Answers

# Question - 12:

Where do you see your career in five years As Switchboard Operator Assistant?

#### Ans:

I would like to retire from this company. I would like to make a difference in the company whether in the company or any other position or area of the company As Switchboard Operator Assistant.

View All Answers

#### Question - 13:

Why are you interested in working As Switchboard Operator Assistant for [insert company name here]?

# Ans:

Bad Answer: They don't have a good reason, or provide a generic answer, "I think it represents a great opportunity." Good answer: One that shows they've done research on the company, and are truly excited about specific things they can do at the job. This not only shows enthusiasm for the work and basic preparation skills, gives you clues about the cultural fit.

#### View All Answers

#### Question - 14:

Would you like doing repetitive work?

#### Ans:

Why not, I am not only doing a repetitive work but also earning but also getting a good salary by the company As Switchboard Operator Assistant. And second thing is that nothing is interesting in the life till we are not interested. <u>View All Answers</u>

# Question - 15:

Are you good at working in a team As Switchboard Operator Assistant?



Before you answer, consider how you best contribute to a team:

- \* Do you get along easily with people?
- \* Are you an effective collaborator?
- \* Can you communicate with people from various backgrounds and with different personalities?
- \* Can you motivate people?
- \* Do you know how to push back tactfully?
- \* Can you mediate conflicts?
- \* Can you deal with difficult personalities?

View All Answers

#### Question - 16:

What are your weaknesses for Switchboard Operator Assistant position?

#### Ans:

Try not to be too critical when answering this question. Instead, pick one of your weaknesses and try to turn it into a positive.

For example, you could be a perfectionist, which means that you sometimes take longer on tasks, but you make sure that they are completed to a high quality. It is important to make a negative into a positive as it doesn't make you appear overly critical and shows you can reflect on your own performance.

# View All Answers

## Question - 17:

How long do you want to work for us if we hire you?

#### Ans:

Here being specific is probably not the best approach. You may consider responding, "I hope a very long time." Or "As long as we're both happy with my performance."

#### View All Answers

#### Question - 18:

Why was there a gap in your employment As Switchboard Operator Assistant?

#### Ans:

If you were unemployed for a period of time, be direct and to the point about what you've been up to (and hopefully, that's a litany of impressive volunteer and other mind-enriching activities, like blogging or taking classes). Then, steer the conversation toward how you will do the job and contribute to the organization: "I decided to take a break at the time, but today I'm ready to contribute to this organization in the following ways."

#### Question - 19:

Tell me about a time when you helped resolve a dispute between others?

#### Ans:

Be sure to discuss a very specific example. Tell the interviewer what methods you used to solve the problem without focusing on the details of the problem. <u>View All Answers</u>

#### Question - 20:

How well do you know our company?

#### Ans:

Well, a developed company that is gradually building their reputation in the competitive world. *View All Answers* 

#### Question - 21:

What do you know about our company?

#### Ans:

You always want to make sure that you're pretty familiar with the company that you're interviewing with. Nothing looks worse than a candidate who knows nothing about the company they say they're interested in working for. Find out everything you can about the company, its culture and its goals. You will also want to know how the company is positioned in its market as well as who its major competitors are.

#### <u>View All Answers</u>

#### Question - 22:

How much are you willing to sacrifice to be successful at work As Switchboard Operator Assistant?

#### Ans:

With anything comes sacrifice. The questions is how much of it are you willing to sacrifice with regards to work life balance, stress, etc? *View All Answers* 

#### Question - 23:

You notice there are too many non productive internal meetings being held, what do you do?

#### Ans:

Reach out to your boss and let him know that first you value his leadership and organization but that you are being overwhelmed with the amount of non productive



#### internal meetings.

View All Answers

#### Question - 24:

The change in the business industry now requires you to have a new set of skills you have to learn, how do you react to that?

#### Ans:

First, find out which skills are the ones that you're currently lacking. Then identify what the steps would be to acquire/build those skills. Then take action to do so.

#### Question - 25:

What do you do in your spare time?

# Ans:

If you want to show your fun side, discuss your extracurricular activities. If you want to show your ambition, discuss the work / school projects you do in your spare time.

#### View All Answers

Question - 26:

What do you like to do outside of work?

# Ans:

Interviewers ask personal questions in an interview to "see if candidates will fit in with the culture [and] give them the opportunity to open up and display their personality, too,". In other words, if someone asks about your hobbies outside of work, it's totally OK to open up and share what really makes you tick. (Do keep it semi-professional, though: Saying you like to have a few beers at the local hot spot on Saturday night is fine. Telling them that Monday is usually a rough day for you because you're always hungover is not.)

#### View All Answers

#### Question - 27:

How many tennis balls can you fit into a limousine? 1,000? 10,000? 100,000? Seriously?

## Ans:

Well, seriously, you might get asked brainteaser questions like these, especially in quantitative jobs. But remember that the interviewer doesn't necessarily want an exact number-he wants to make sure that you understand what's being asked of you, and that you can set into motion a systematic and logical way to respond. So, just take a deep breath, and start thinking through the math. (Yes, it's OK to ask for a pen and paper!)

# View All Answers

# Question - 28:

How important is a positive attitude to you?

## Ans:

Incredibly important. I believe a positive attitude is the foundation of being successful - it's contagious in the workplace, with our customers, and ultimately it's the difference maker.

#### View All Answers

#### Question - 29:

What makes a product successful?

#### Ans:

Basing on the monetization, these questions give you the chance to prove your personal try. Do not show extremely your optimism and pursue the unreality. Give your answers the reality.

It is useful to predict a five to ten- year- scenario of expectations in order to gain your targets that you set up and it is the period of time to see how your plans and targets are performed.

Therefore, the quality of the product and marketability of the mentioned industry need to be highlighted. This will help you to achieve the interviewer's attention and insurance to you personality and you can get the honest and long- term goals.

## View All Answers

#### Question - 30:

Can you perform Internet research? Please describe to me your steps in doing so?

# Ans:

Internet research can entail Google searches, industry sites, news articles, social networks and company websites.

# View All Answers

# Question - 31:

How has school prepared you for this job role?

# Ans:

Think back to how you've interacted with your peers to develop social skills, how you've worked with classmates on projects to develop teamwork and collaborative skills, how you've developed discipline through studying, how the courses have helped your creativity, and how the classes you've taken have impacted your analytical / problem solving / reasoning skills.



#### View All Answers

#### Question - 32:

How do you take "No" for an answer?

#### Ans:

You want to be persistent enough to understand why someone is saying no so that you could potentially convince them otherwise with a sound reason. However, if they are still saying "no" to you, then you need to humbly accept their position and move on.

#### Question - 33:

How have you shown yourself to be a leader?

#### Ans:

Think about a time where you've rallied a group of people around a cause / idea / initiative and successfully implemented it. It could be a small or large project but the key is you want to demonstrate how you were able to lead others to work for a common cause.

# Question - 34:

What can you tell me about team work as part of the job As Switchboard Operator Assistant?

#### Ans:

There is usually a team of staff nurses working in cooperation with each other. A team of nurses has to get along well and coordinate their actions, usually by dividing their responsibilities into sectors or specific activities. They help each other perform tasks requiring more than one person.

#### Question - 35:

Describe yourself in three words?

#### Ans:

Pick three adjectives but then back up each with a real life story that demonstrates those characteristics.

View All Answers

#### Question - 36:

What are your thoughts on failure?

#### Ans:

Failure happens. It's a part of life. The key is understanding that you can't be perfect at everything and more importantly you're going to learn from failures to come out stronger.

#### <u>View All Answers</u>

#### Question - 37:

Who was your favorite manager and why?

#### Ans:

Describe the attributes you liked about your favorite manager, typically attributes discussed are: Great at coaching, inspiring, motivating, empowering, trusting, delegating, leading, etc.

## View All Answers

Question - 38:

How meticulous are you with details?

#### Ans:

Being detailed is important for many types of job roles. Typically you want to highlight how you've done that in previous roles. Example: "Being meticulous is important to me. In my last job, I had to count the money in the register as a cashier to make sure it matched to the receipts down to the last penny." This was to ensure there wasn't any "wrongdoing" at the company by any of the cashiers and I was always accurate in my reports.

View All Answers

# Question - 39:

What other companies are you interviewing with?

#### Ans:

Companies ask this for a number of reasons, from wanting to see what the competition is for you to sniffing out whether you're serious about the industry. "Often the best approach is to mention that you are exploring a number of other similar options in the company's industry,". It can be helpful to mention that a common characteristic of all the jobs you are applying to is the opportunity to apply some critical abilities and skills that you possess. For example, you might say 'I am applying for several positions with IT consulting firms where I can analyze client needs and translate them to development teams in order to find solutions to technology problems.'

View All Answers

**Question - 40:** Did the salary we offer attract you to this job?



The interviewer could be asking you this question for a number of reasons. Obviously, the salary is an important factor to your interest in this job, but it should not be the overriding reason for your interest. A good answer to this question is, "The salary was very attractive, but the job itself is what was most attractive to me."

# Question - 41:

Describe a time when you've been overwhelmed with work?

#### Ans:

Show how you were able to over the "overwhelmed" feeling - by delegating tasks, getting people on your team to help you out, or by prioritizing your work and focusing on the most important issues first As Switchboard Operator Assistant.

#### View All Answers

Question - 42:

Why are manhole covers round?

#### Ans:

This is a classic brainteaser, which was reportedly first asked by a Microsoft interviewer. Here's how to ""solve"" this brainteaser (remember to speak and reason out loud while solving this brainteaser): Why are manhole covers round? Could there be a structural reason? Why aren't manhole covers square? It would make it harder to fit with a cover. You'd have to rotate it exactly the right way.

The pipes below are also round, so fitting them might be easier, as might be making them. So many manhole covers are round because they don't need to be rotated. There are no corners to deal with. Also, a round manhole cover won't fall into a hole because it was rotated the wrong way, so it's safer. Looking at this, it seems corners are a problem. You can't cut yourself on a round manhole cover. And because it's round, it can be more easily transported. One person can roll it.

View All Answers

#### Question - 43:

What does success mean to you?

#### Ans:

I am punctual, I always have excellent attendance on any job As Switchboard Operator Assistant, I have a keen eye for both large and small details, and I am always finding ways to improve a process and shorten the length of time it takes to complete a project.

# <u>View All Answers</u>

#### Question - 44:

Why should we give you this job As Switchboard Operator Assistant when someone else is equally qualified?

#### Ans:

Describe how you're unique, but make sure you tie it to the job responsibilities and how you would impact the company. For example, "I believe my unique programming skills and experience in developing over 18 best selling iphone apps will help the company develop high quality applications faster than my competitors"

View All Answers

#### Question - 45:

If you could offer suggestions on how to improve our company, what would you say?

#### Ans:

Examine the trends of the company and also where there may be some weaknesses (news articles often document this on public companies or look at their competitors to see how they're positioning it against them.) Then, once you have that knowledge, think creatively on how you could improve upon that weakness for them.

#### View All Answers

#### Question - 46:

What are your salary requirements As Switchboard Operator Assistant?

#### Ans:

The #1 rule of answering this question is doing your research on what you should be paid by using site like Global Guideline. You'll likely come up with a range, and we recommend stating the highest number in that range that applies, based on your experience, education, and skills. Then, make sure the hiring manager knows that you're flexible. You're communicating that you know your skills are valuable, but that you want the job and are willing to negotiate. *View All Answers* 

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#### Question - 47:

Do you have the ability to articulate a vision and to get others involved to carry it out?

#### Ans:

If yes, then share an example of how you've done so at work or college. If not, then discuss how you would do so. Example: "I would first understand the goals of the staff members and then I would align those to the goals of the project / company. Then I would articulate the vision of that alignment and ask them to participate. From there, we would delegate tasks among the team and then follow up on a date and time to ensure follow through on the tasks. Lastly, we would review the results together."

View All Answers

Question - 48: Why were you fired?



OK, if you get the admittedly much tougher follow-up question as to why you were let go (and the truth isn't exactly pretty), your best bet is to be honest (the job-seeking world is small, after all). But it doesn't have to be a deal-breaker. Share how you've grown and how you approach your job and life now as a result. If you can position the learning experience as an advantage for this next job, even better.

View All Answers

#### Question - 49:

What will your ramp time be before you become a meaningful contributor?

#### Ans:

Companies want staff that can ramp quickly, but also want people who are realistic. So take into consideration how intense the job is and then give a good answer. For example, if you have simple responsibilities that don't require a huge development curve, then your ramp time will probably be shorter. If it's a complex set of skills that you need to develop, then your ramp time could be longer - the key is you have to explain why you believe that ramp time should be. *View All Answers* 

Question - 50:

How would you feel about working for someone who knows less than you As Switchboard Operator Assistant?

# Ans:

The reality is, the majority of the time someone is in a management/leadership position is because of their experience and past success. So they probably possess at least a unique set of knowledge from you. So you'll want to learn from them as much as possible. If it's not the case, then discuss how you would look for mentors in different departments to help your personal career development.

#### View All Answers

#### Question - 51:

Give me an example of an emergency situation that you faced. How did you handle it?

#### Ans:

There was a time when one of my employers faced the quitting of a manager in another country. I was asked to go fill in for him while they found a replacement and stay to train that person. I would be at least 30 days. I quickly accepted because I knew that my department couldn't function without me.

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# Question - 52:

Does your boss know you're here today?

#### Ans:

Usually, you probably haven't told your boss for obvious reasons. So it's ok to say that they do not. You don't want to upset the balance at your current job after all and nothing is guaranteed in an interview. The interviewer should understand this stance.

#### Question - 53:

What kind of salary do you need As Switchboard Operator Assistant?

#### Ans:

This is a loaded question and a nasty little game that you will probably lose if you answer first. So, do not answer it. Instead, say something like, that's a tough question. Can you tell me the range for this position? In most cases, the interviewer, taken off guard, will tell you. If not, say that it can depend on the details of the job. Then give a wide range.

#### View All Answers

#### Question - 54:

Tell me the difference between good and exceptional?

#### Ans:

Good gets the job done on time and is high quality. Exceptional is a game changer - it stands out, it's creative, it's above and beyond expectations. Tell the interviewer a story about how you were exceptional.

<u>View All Answers</u>

#### Question - 55:

If you had to choose one, would you consider yourself a big-picture person or a detail-oriented person?

#### Ans:

Both are important. You need to stress that. However, if you could only choose one, ask yourself As Switchboard Operator Assistant - do you like to be "in the weeds" with your work, or do you want to be the one painting the vision? *View All Answers* 

Question - 56:

What types of personalities do you work with best?

# Ans:

In the past, I have found it difficult to work with others who see themselves as better than others, who can take criticism, and who refuse to work with others. I have found it challenging to work with them b/c I am a team oriented person who feels the importance of working together over the needs of the individual especially in a learning environment.



#### View All Answers

#### Question - 57:

Explain an occasion when you had to adapt in the face of a difficult situation?

#### Ans:

One of the most useful interview tactics is to remain positive about your work and achievements. This question lets the candidate draw on their own personal history to show how they have been positive and successful in the face of difficulties. Choose a specific occasion to describe, rather than dealing with generic platitudes.

#### Question - 58:

Do you have any questions for me?

#### Ans:

Good interview questions to ask interviewers at the end of the job interview include questions on the company growth or expansion, questions on personal development and training and questions on company values, staff retention and company achievements.

#### Question - 59:

How would your friends describe you?

#### Ans:

My friends would probably say that I'm extremely persistent - I've never been afraid to keep going back until I get what I want. When I worked as a program developer, recruiting keynote speakers for a major tech conference, I got one rejection after another - this was just the nature of the job. But I really wanted the big players - so I wouldn't take no for an answer. I kept going back to them every time there was a new company on board, or some new value proposition. Eventually, many of them actually said "yes" - the program turned out to be so great that we doubled our attendees from the year before. A lot of people might have given up after the first rejection, but it's just not in my nature. If I know something is possible, I have to keep trying until I get it.

#### View All Answers

#### Question - 60:

What were the responsibilities of your last position As Switchboard Operator Assistant?

#### Ans:

If you want to show your ambition, you can discuss how you haven't reached all of your goals yet and in that sense aren't satisfied. However, if you want to discuss satisfaction from your job discuss an experience in which you achieved something.

# View All Answers

## Question - 61:

Explain an idea that you have had and have then implemented in practice?

#### Ans:

Often an interview guide will outline the so-called 'STAR' approach for answering such questions; Structure the answer as a situation, task, action, and result: what the context was, what you needed to achieve, what you did, and what the outcome was as a result of your actions.

#### View All Answers

#### Question - 62:

How would you define success?

#### Ans:

Success is defined differently for everybody. Just make sure the parameters are defined by you with regards to work life balance, financial gain, career growth, achievements, creating meaningful work / products and so forth. If you can clearly articulate what it means to you that is a strong answer.

#### Question - 63:

Where do you see yourself professionally five years from now As Switchboard Operator Assistant?

# Ans:

Demonstrate both loyalty and ambition in the answer to this question. After sharing your personal ambition, it may be a good time to ask the interviewer if your ambitions match those of the company.

# View All Answers

#### Question - 64:

What do you expect to be earning in 5 years As Switchboard Operator Assistant?

# Ans:

Discuss how you expect yourself to be excellent at your job. Thus, it would be reasonable to expect pay that is based on the merit of your work. View All Answers

#### Question - 65:

What's your salary history?



When you are interviewing for a new job, it is common practice for the company to ask you about your salary history. I typically want to know what the candidate's base salary is, if they receive any bonus, the average bonus amount, and any additional compensation or perks, such as 500k matching, stock grants or stock options, paid time off and how much they are required to pay towards their medical premiums.

View All Answers

#### Question - 66:

What would you like to have accomplished by the end of your career?

#### Ans:

Think of 3 major achievements that you'd like to accomplish in your job when all is said and done - and think BIG. You want to show you expect to be a major contributor at the company. It could be creating a revolutionary new product, it could be implementing a new effective way of marketing, etc.

# View All Answers

#### Question - 67:

Tell me something about your family background?

#### Ans:

First, always feel proud while discussing about your family background. Just simple share the details with the things that how they influenced you to work in an airline field.

#### View All Answers

#### Question - 68:

Why should the we hire you as this position As Switchboard Operator Assistant?

#### Ans:

This is the part where you link your skills, experience, education and your personality to the job itself. This is why you need to be utterly familiar with the job description as well as the company culture. Remember though, it's best to back them up with actual examples of say, how you are a good team player. View All Answers

#### Question - 69:

Are you planning to continue your studies and training As Switchboard Operator Assistant?

#### Ans:

If asked about plans for continued education, companies typically look for applicants to tie independent goals with the aims of the employer. Interviewers consistently want to see motivation to learn and improve. Continuing education shows such desires, especially when potentials display interests in academia potentially benefiting the company.

Answering in terms of "I plan on continuing my studies in the technology field," when offered a question from a technology firm makes sense. Tailor answers about continued studies specific to desired job fields. Show interest in the industry and a desire to work long-term in said industry. Keep answers short and to the point, avoiding diatribes causing candidates to appear insincere.

#### View All Answers

#### Question - 70:

Tell me one thing about yourself you wouldn't want me to know?

#### Ans:

Talk about a trait that you would consider a weakness. No need to talk about your deepest darkest secrets here.

View All Answers

#### Question - 71:

What was the biggest professional risk you have taken and what was the outcome?

#### Ans:

First discuss how you weighed the pros and cons of the risk and the results you'd believe you could achieve. Then discuss the action plan you put into place for it and outline that step by step. Then discuss the outcome and if it wasn't optimal talk about what you would do differently in hindsight. View All Answers

## Question - 72:

What do you know about this department?

#### Ans:

One good way to find out about the department is to try to "informally" interview the existing employees over coffee (outside of the office) if possible. It's hard if you don't have any connections there, but if you do a great way to learn about it. Other than that, it's often hard to learn about the department so you can turn the table back on them by asking questions to learn about it.

# View All Answers

# Question - 73:

Do you have good computer skills?

#### Ans:

It is becoming increasingly important for medical assistants to be knowledgeable about computers. If you are a long-time computer user with experience with different software applications, mention it. It is also a good idea to mention any other computer skills you have, such as a high typing rate, website creation, and more.



#### View All Answers

### Question - 74:

How do you act when you encounter competition?

#### Ans:

This question is designed to see if you can rise the occasion. You want to discuss how you are the type to battle competition strongly and then you need to cite an example if possible of your past work experience where you were able to do so.

#### Question - 75:

What is your greatest weakness As Switchboard Operator Assistant? What are you doing to improve it?

#### Ans:

I believe my biggest weakness As Switchboard Operator Assistant is wanting to help anyone I can help. What I mean is I am willing to take on task that are not my job. I want to learn all I can. However, that has helped me get promoted or even asked to help in times of need in other department. I have been know as the "go to person" when help is needed.

View All Answers

## Question - 76:

What's the least rewarding work you've ever done and why?

#### Ans:

Describe work you've done that you feel doesn't take advantage of your full potential. For example, "I once had to make paper copies for my job and I feel it didn't take full advantage of my skills. However, it did teach me to be humble in my work and to appreciate a good opportunity when it arose to use my skills."

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