

Labourer

This interview guide is intended to be used in conjunction with the Vervoe skills assessment. Where a candidate has scored Low - Medium on a skill, focus on asking more questions from that skill to gain deeper insight into their level of competency.

Assessment Score	HIGH MEDIUM LOW
Assessment Skills	Labourer, Attention to Detail, Follows instructions, Health and Safety

Competency/Skill	Candidate with this will display
Labourer	<ul style="list-style-type: none"> Physically able to perform a variety of physical duties throughout the day Able to lift heavy items with ease and safely Ability to problem solve
Questions	
	Tell me about times where you have had to solve problems on the spot on a previous job.
	Describe your previous experience on a job where it has been physically demanding.
	What are the most and least challenging aspects of this role for you?
Comments	

Competency/Skill	Candidate with this will display
Attention to detail	<ul style="list-style-type: none"> Observe everything and ensure high attention to detail in their work Ensures all work is carried out to a high quality standard Notifies if anything is wrong in theirs or others work
Questions	
	Describe a time where you have demonstrated high attention to detail on a job.
	Have you found a mistake in someone else's work? How did you find this?
	How do you ensure quality control in your work?
Comments	

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Competency/Skill	Candidate with this will display
Follows instructions	<ul style="list-style-type: none">• Able to take direction from supervisor• Works effectively as a collaborative team• Listens to others and implements accordingly
Questions	
	How are you with following instructions and working in a supervised environment?
	How do you collaborate with other team members on projects?
	How would you manage a situation where you didn't agree with the instructions that your supervisor has provided?
Comments	

Competency/Skill	Candidate with this will display
Health and Safety	<ul style="list-style-type: none">• Conscious of health and safety in the work environment• Always wears appropriate protective gear• Advocates health and safety at all times
Questions	
	What is your approach to health and safety in this environment?
	Describe a time where you have witnessed poor health and safety practices. What did you do?
	How would you ensure a safe working environment on a site?
Comments	