



111FIREPREP MEMBER QUESTIONS

Things to keep in mind:

- How can they ask this question 3 different ways?
- How many parts does this question have?
- What are they asking me?
- How can I personalize my answer? Note: not every question needs to be in the SARA format. Sometimes providing solid facts is just fine. Unless the department you are testing for specifically wants you to deliver your answer in the SARA format.
- Max time: **3 minutes**. Have multiple scripts just in case you are heading to a speed interview.

1. Tell us about yourself? (2 minutes max)
2. What have you done to prepare yourself for this position? Mentally, physically?
3. Why do you want to be a firefighter?
4. Why do you want to work for _____ Fire Department? (Use Seattle as your department when answering this question).
5. What are three traits can you bring to our organization?
6. What does **teamwork** mean to you and why is teamwork so important in the fire service?
7. Define **trust** and why is it so important in the fire service?
8. Define **integrity** and how do you display **integrity** daily?
9. Tell us a time you were the **minority** and what did you do?
10. Tell us about a time you **empathize** with someone and was able to change their outcome?
11. Define **equity** and give us an example?
12. Tell us a time you let your team down and what did you do?
13. What does **cultural diversity** mean to you?
14. Define **customer service** and give us an example? Or tell us a time you gave great customer service?
15. Tell us about **diversity** and **inclusion**?
16. What are 3 things a leader should possess and why?
17. 2 strengths and 2 weaknesses?
18. Tell us about a time you showed compassion?
19. What are three values a firefighter should possess and why?
20. 3 things a leader should not possess?
21. Most appealing aspect of being a firefighter?
22. Least appealing aspect of being a firefighter?
23. Why should we reflect the community we serve?
24. Do you believe firefighters should be held to a higher standard?
25. Describe your current profession and the organization you work for?
26. Tell us a time you helped someone? (other than fire / ems experience)
27. Would you ever disobey a direct order?
28. How would you incorporate equity and social justice as a firefighter?
29. Define **accountability** and tell us about a time you held yourself accountable?
30. What separates you from the other candidates? Or why should we hire you?
31. What negative trait are you bringing to this organization?
32. Where do you see yourself in the next five years on the job?
33. What would your past coworkers say about you and what do you need to work on the most?
34. What kind of conflicts do you see happening in the fire house?
35. Tell us about your **mechanical aptitude** and tell us about a time you either built something or fixed something?
36. Tell us a time you were part of a successful team, and what did you do to contribute?
37. When is something good enough?
38. What do you believe firefighters do?
39. Tell us a time you dealt with a cultural conflict?
40. How do you deal with criticism and tell us a time?
41. Tell us a time you dealt with stress? Or how do you handle stressful situations?



42. Give me an example of a recent change in your life and how you adapted?
43. Tell us a time you received criticism and how did you take it?
44. What would you do with your spare time on duty?
45. Tell us a time you interacted with an irate customer?
46. Tell us a time you worked with someone with a different culture than yours and what did you learn?
47. What do you believe will be the biggest change in the fire service in the next 5-10 years?
48. What have you done in the past 3 years in personal development?
49. How would you deal with the stress of being a firefighter during the current COVID 19 environment?
50. Fire prevention, public education, public suppression, put in the order of priority and why
51. If you were able to develop a program to mentor the youth, what would it be, what would it include?
52. What do you believe would be a disadvantage in the future of bunker gear material and why?
53. How would you resolve conflict at a firehouse? For example, 2 firefighters speaking badly about the battalion chief
54. A time you demonstrated **honesty** and **integrity** in your life?
55. We all make mistakes in our life; how do you recover from a mistake?
56. Biggest motivator in life?
57. Fractured relationship you went out of your way to correct?
58. What do you believe is a day as a probationary? In detail, please.
59. What are your expectations for yourself throughout academy and probation, and how will you ensure positive results during your time with the organization?
60. Are you applying to other departments? What if you were working for us and they called you, would you leave?
61. The fire service is a stressful occupation. How do you plan on keeping a positive attitude?
62. Working in the fire service is not always exciting. In fact, it's often very slow at times. What would you do during the tedious and oftentimes monotonous down times?
63. Have you ever had a situation where you were ready to give up? What happened and what did you do?
64. Define racism and give us an example?
65. Time you felt like giving up, but you didn't because you wanted it so bad.
66. What does our motto mean to you?
67. How would you address someone on the department who is violating a policy and procedure and you are the probationary firefighter?
68. Tell us about a time in your personal life you experienced adversity and how did you deal with it?
69. A time where you saw someone doing something un-safe?
70. Time you went the extra mile to achieve a goal you set for yourself.
71. What excites you about working for this city, and what would be a challenge?
72. What are 3 things you believe are affecting the fire service and why?
73. Tell us about a problem you predicted and solved?
74. What would a career in the fire service offer you?
75. What does our mission statement mean to you?
76. Tell us a time you faced an unexpected challenge and how did you overcome it?
77. People have different styles of work, tell us of a time you worked with people who have different styles and how did you get along with them?
78. Tell us about your experiences working with different groups of people?
79. Firefighting is physically demanding, what do you do to sustain physical fitness and what is the hardest physical task you have ever completed?
80. What is work ethic and what is an example of a time you demonstrated it in your life or job?
81. What does helping people mean to you?
82. Life of a firefighter is difficult, why do you want to take on those challenges with this department?
83. Tell us something you are interested in and how would you teach it?
84. Explain a complicated process to us?
85. Three words that describe our city.
86. When have you been in an emergency and how did you handle it?



87. What lifestyles have you changed to make you ready for the fire service?
88. From your background, are there any issues you would like to address or clarify?

Chiefs Interview checklist

1. Tell me about yourself?
2. Tell me about your hometown?
3. What don't you like about your hometown?
4. Why do you want to be a firefighter for the city of?
5. Tell me about your family?
6. Who are you close with, mom or dad?
7. Tell me about your sisters and brothers.
8. What was your past employer like?
9. Have you ever been disciplined?
10. Biggest achievement in your last employer?
11. What have you done in personal development in the past 3 years?
12. Is there anything in life you regret?
13. Are you testing for other departments?
14. What did you not like about your last employer?
15. If you can change one thing about yourself, what would it be?
16. Why do you believe you are a great fit for our organization?
17. On your spare time what are some things your life to do?
18. What type of personality do you have?
19. Tell me some of your achievements in life?
20. Where do you see yourself in 5 years with the department?
21. If you were chief for the day, what would you change that we have currently in place?
22. Why is diversity so important in the fire service?
23. Should we mirror the community we serve?
24. What type of population you believe we respond to the most? (who calls 911 a lot)
25. What type of population do we least respond to the most?
26. What will you do on your first day of the academy?
27. What high school did you go to?
28. Did you attend college? And did you graduate?
29. Have you ever done anything unethical, against the law or morally wrong and got away with it?
30. Besides your 5-year goal with the department, what are some of your life goals?
31. Have you participated in any community events?
32. What do you believe is a day as a probationary? In detail please.
33. How would you describe your mechanical ability? How would you rate yourself?
34. Are you on any other lists? What if you were working for us and they called you, would you leave?
35. Tell us about your physical fitness routine?
36. I am going to read to you three categories of professional demeanor. Please define and give two examples of each: a.Social Conduct/Self Control b.Confidence c.Professional Appearance
37. There are certain characteristics and behaviors that make an effective team member. List some of them and how they apply to you
38. The fire service is a stressful occupation. How do you plan on keeping a positive attitude?
39. How do you feel about working with women and minorities?
40. Working in the fire service is not always exciting. In fact, it's often very slow at times. What would you do during the tedious and oftentimes monotonous down times?



- 41. Why should we hire you over all of the competition?
- 42. What does leadership mean to you?
- 43. What are 3 traits a leader should possess and why?
- 44. What are 3 traits a leader should not possess and why?
- 45. What is one weakness that your bringing to our department?
- 46. Define equity?
- 47. Why do you believe our mission statement is so important?
- 48. Do you have any offensive tattoos?
- 49. What are our department values and what do they mean to you?
- 50. Least appealing aspect of the profession?
- 51. Have you ever had a situation where you were ready to give up? What happened and what did you do?
- 52. Why is teamwork so important in the fire service?
- 53. What are three issues you believe that fire departments are facing today?

INFORMATION YOU SHOULD KNOW ABOUT EVERY DEPARTMENT

Review the department strategic plan or incident action plan.

- Seattle Fire Department has an excellent strategic plan to look over.
https://www.seattle.gov/Documents/Departments/Fire/About/2020_Annual_Report_FINAL_Web.pdf

Department info:

Founded in:

Call volume:

Stations:

Square miles:

Staffing:

Fire Chief:

Assistant Chief:

Deputy Chief:

Population:

Mutual aid with:

IAFF Local president and local number:

Values

- Unique definition for each department value. (If that department does not have a value, use the cities value)
- Unique story (use the SARA format if you can)
 - Situation** (who, what, where why)
 - Action** (the steps you took to make the situation better)
 - Result** (outcome)
 - Application** (how do you apply the lessons you learned from the experience into your everyday life)
-

Vision statement:

Mission statement:

Let's go over your background and clear a few things up:

- DUI
- Have you ever been detained by law enforcement?
- ARRESTS
- LIENS
- CREDIT SCORE
- FINANCIAL
- DEBTS
- WORK EMPLOYMENT / EDUCATION

