

## **Chef Recruitment Interview Questions**

The usual format is for the interviewer to ask questions based on what the company usually looks for. These will usually fall into nine categories including:

1. Excellence in work and customer service.
2. Teamwork influencing others and developing relationships within the kitchen and front of house.
3. Leadership inspiring others to achieve.
4. Communicating internally and externally and at all levels.
5. Development of self & others.
6. Problem Solving understanding issues, gathering facts & presenting solutions.
7. Achievements what successes have you had and how do you measure success, chef awards etc.
8. Value Creation innovation in process and service provision.
9. Negative issues Dealing with complaints, rejection or pressure.

## **Typical Chef Recruitment Interview Questions**

- ) Tell me a little about yourself
- ) Why do you want to move from your current job?
- ) Why have you applied for this job?
- ) What do you consider to be your greatest achievements in your career?
- ) What are your main strengths?
- ) What weaknesses do you have? What tasks do you find the hardest?
- ) What motivates you?
- ) Tell me about a typical week in your current role as a chef.
- ) What do you enjoy, and dislike, about your current chef jobs role?
- ) What 3 words would your colleagues use to describe you?
- ) What kind of decision do you find most difficult?
- ) How do you ask for help?
- ) What performance standards do you set for yourself?
- ) How do you measure good service? Give me an example of good service.
- ) You are not achieving your targets or your target is increased. What actions do you take?
- ) How do you plan for the future, and what have you done to develop your role?
- ) Are you reactive or proactive? Give an example.
- ) What positive attributes do you bring to a team?
- ) What leadership, management or coaching roles have you undertaken in your previous chef jobs?
- ) What issues have you experienced in the last 6 months? What action did you take?
- ) How do you deal with rejections failure or criticism?
- ) What have you done, over the last 12 months, to develop your skills and knowledge?
- ) What do you know about the role and the company? Why should I offer you the job?