

Trainer Interview Questions

Includes an interview guide, suggested questions and scorecard to create a streamlined and consistent interview process for every job candidate

NAME: _____ **DATE:** _____

Can you talk about your experience with organizing and developing training and onboarding initiatives?

What size workforce have you been responsible for executing training sessions for new and existing employees?

What were the unique challenges for the training you developed?

How do you ensure that you understand the evolving learning and development needs of a talent pool?

If you had to identify the training needs of a company, where should you start?

Can you walk us through the process of preparing a training or onboarding curriculum?

Describe your experience conducting a skills gap analysis for a company in order to develop training opportunities.

What are the essential qualities a corporate trainer must have in order to be successful?

Describe your experience working with learning and development systems (or LMS). What do you see as the biggest challenge in executing this type of training?

After learning about this opportunity, what made you take the next step and apply for the job?

SCORE CARD



PROS: _____

CONCERNS: _____

INTERVIEWED BY: _____