



**THE HIRE TALENT**  
A TALENT ASSESSMENT COMPANY

# Interview Questions HVAC Installer

*Install or repair heating, central air conditioning, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves.*

## Resource Planning and Time Management

- Tell me how you approach an installation project.
- Describe the largest project you have installed.
- How do you determine what equipment is appropriate for the space?
- Tell me a time you made a mistake because of poor planning.
- What customer information and records do you maintain?

## Teamwork and Communication

- How do you keep your boss informed of your work? What information is important to share?
- Describe your idea of a great colleague and a terrible colleague.
- If a customer is angry about a bill, how would you handle the situation?

## Safety and Compliance

- Describe a specific HVAC job where you sacrificed safety for speed.
- How do you ensure you make no mistakes in your installation?
- How do you keep your work area organized?
- What safety precautions do you take in your work?
- How do you test the equipment when installation is complete?

## Technical and Math Skills

- Why did you become an HVAC Installer?
- What training / certifications do you have?
- What tools do you use in a typical day?
- What criteria do you use to determine if a unit needs to be replaced or if it can be repaired?
- Can you describe the most technical issue that you solved?
- What details do you look for when reading product specs?
- Tell me about your experience troubleshooting electronics, finding and replacing faulty wiring, and soldering defective joints.

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