

EMPLOYER RESOURCES

Sample interview questions

1. What special programs have you created to stimulate interest for men, women, couples, seniors, juniors, corporate outings, etc.?
2. How much did play or regular participation increase because of these programs?
3. What has been your experience with food and beverage operations?
4. Who, in your estimation, are the types of people who will be playing at our facility? Give us an idea of the types of operating policies that you feel might be necessary in dealing with these people.
5. When was the last time you had to devise a budget? What factors did you have to watch most closely to make sure your budget stayed within the limits?
6. In golf, what is your greatest area of ability and what did you do to develop that strength?
7. Similarly, what is your weakest area of ability? What have you done to improve your qualifications in this area?
8. In what business-related activities have you been involved relative to local business organizations, civic groups, fund raising organizations, etc.?
9. What experience have you had with the local media in your area, which may be related to golf?
10. What experience have you had with group instruction? How large were the groups? What were the results of this instruction?
11. Outside golf, what are some of your areas of expertise?
12. What, if any, experience have you had with publicly funded committees and operations? If none, what experience would you expect to encounter with them?
13. How often have you done public speaking? What topics have you covered? To whom have you spoken? When was the last time you spoke publicly?
14. In what activities of the CPGA have you been involved? When did you last participate? What are you currently involved with in the CPGA?
15. What kind of people would you like to hire to assist in your golf shop? What would you encourage them to do to advance in their chosen profession? What do you think is an acceptable tenure for an assistant professional?
16. In your opinion, what is the most difficult thing about being a club professional? Why? What is the easiest part?
17. What are your personal career goals?
18. In your opinion, what is the role of the golf professional in the administration and enforcement of club rules and policies?
19. What is your philosophy about pricing goods and services to members? What justification do you have in support of this philosophy?

20. In your opinion, what should be the frequency and method of communication with each of the following:
1. Club or General Manager?
 2. Course Superintendent?
 3. Board of Directors?
21. What interaction should the golf professional have with club committees?
22. What policy do you feel the golf professional should exercise regarding the frequency he plays golf with members as well as the selection of members he plays with?
23. What are the strongest character traits you would bring to this club?
24. What are your weakest character traits? How are you trying to improve?
25. How do you feel that the golf professional should be regarded in the eyes of the members in each of the following:
1. as a person?
 2. as part of the complete operation of the club?
 3. as a member of the community at large?
26. What things do you value most in a relationship between an employer and an employee?
27. What policy would you like to see regarding accessibility to the golf course by junior golfers? Why?
28. Why should we hire you?
29. Discuss the qualifications that make you think you will succeed.
30. What three accomplishments have given you the most personal satisfaction?
31. What three things are most important to you in your job?
32. What have you learned from your mistakes?
33. What are your prominent work habits?
34. If you were not employed here, where else would you consider looking?
35. What kind of work situation interests you?
36. How much responsibility do you like to have? Have you ever written a policy statement or operations manual?
37. Do you mind if we do a credit check on you with your banking institution and credit bureau?