



KEEPING YOU ON THE ROAD



## Truck Driver Interview Questions

There are two main goals in the interview process. First, we want to make sure the driver is qualified for the job. Second, we want to make sure your working conditions line up with the driver's expectations. For example, if you expect your drivers to drive at least 600 miles a day, but they only want to drive 400 miles a day, you are going to have big issues. The driver and the company need to see eye to eye as much as possible. These questions should help you figure that out.

### ***Qualifying Section***

How long have you had a CDL?

Ask them to walk you through their job history for the last five years. Make sure they tell you:

- Who they have worked for
- What type of work they did and/or loads they hauled
- Where their routes usually took them

How many tickets have you received in the last 3 years? What were they for?

How many inspections with hours-of-service or maintenance violations have you had in the last 3 years? What were they for?

Have you ever failed or refused to take a drug or alcohol test?



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***Matching Expectations Questions***

Tell me about your relationship with your dispatcher. Does it work? Why/Why not?

How long have you typically been on the road before coming home for a reset? Would you like more or less time at home?

Do you prefer the consistency of a dedicated route or the variety of new routes?

Do you have a goal for how many miles you like to drive in a day? What is it?

What is the most difficult repair you have done to a truck you have been driving?

What is your favorite thing about driving a truck?

What frustrates you the most about trucking?

What are you looking for in the company you drive for?

How much money did you earn last year? Was that enough?

What questions do you have for me?

Rating Scale: 1.....2.....3.....4.....5.....6.....7.....8.....9.....10