

Airline Interview

The Exercise Book



Interview questions and tasks from real life
selection procedures for pilots and ATCOs



Foreword

Dear reader,

We are very pleased that you have chosen to use *SkyTest® Airline Interview - The Exercise Book* to prepare for your airline selection test. The psychological interview towards the end of a selection process ultimately decides whether a candidate will be hired as a pilot. In other words, a successful application stands and falls with the interview.

We presented the theory of interview-based suitability diagnostics for commercial pilots and air traffic controllers in our book *SkyTest® Airline Interview*. The handbook gives applicants an introduction to this interesting topic and helps them to better understand the meaning and purpose of the interview.

SkyTest® Airline Interview - The Exercise Book looks at the final part of the selection process from a practical perspective. In this book you will find the tools for targeted preparation for your upcoming interview. To succeed, you must not only avoid pitfalls, but also pick up on the intentions behind the questions and tasks posed with your responses. *SkyTest® Airline Interview - The Exercise Book* chronologically takes you through typical sections of a selection interview with an airline. The book gives you deeper insight into common interview questions. Examples and exercises will help you to respond spontaneously and confidently in future interviews.

Almost all those applying for a pilot position must discuss their qualifications and motivation at interview. This book is therefore aimed at pilots with professional experience, those who have just graduated from flight school and applicants who are still at the very start of their flight training. As the selection procedures are very similar, this book is also suitable for air traffic controllers to use in preparing for interviews.

In buying *SkyTest® Airline Interview - The Exercise Book*, you have chosen a product from the *SkyTest®* series. *SkyTest®* has been providing user-oriented training software and specialist books to help people prepare for selection tests in commercial air travel since 2003. All *SkyTest®* products are compiled with great care to see you on your way to the cockpit. We wish you every success in your recruitment test.

Erlangen, May 2017

Dennis Dahlenburg, Andreas Gall

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1 Introduction

Airlines have high standards when it comes to selecting their pilots. The often multi-stage tests usually begin with a computer-based cognitive and operational performance test.

The following chart shows the characteristics often sought by airlines in their pilot selection tests:



Characteristic	Tool	Ab Initio	Ready Entry
Biographical profile	Questionnaire Application documents Telephone interview	Certificates Technical understanding	Career path Licences Type ratings Flight hours
General cognitive performance	Computer tests	Memory performance Spatial reasoning Information intake and processing Logical reasoning Ability to concentrate	
Profession-specific cognitive performance	Computer tests	Repetitive work Psychomotor activity Attention distribution Situational attention	
Operational skills	Computer tests Simulator tests	Decision-making behaviour Planning behaviour Strategic problem solving Prioritisation of tasks	

Table 1: Basic aptitude evaluation

Applicants who have demonstrated their basic suitability for the pilot profession will then be invited to undergo subsequent psychological tests with an interview. In the past, these interviews were more focused on technical and theoretical topics. However, modern selection processes go deeper. Today, the interview should not just provide information about *qualifications*, but more about the