

# Flower Grower interview questions

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## What to expect

Flower Grower interviews typically blend practical, technical, and behavioural questions to assess your horticultural knowledge, attention to detail, and ability to work with seasonal pressures.

- **Technical / horticultural knowledge:** Questions about plant varieties, irrigation, pest and disease management, and post-harvest handling.
- **Process / operational:** Walk me through how you plan a planting schedule or manage harvest logistics.
- **Behavioural:** Tell me about a time you solved a quality issue or worked under pressure.
- **Scenario / problem-solving:** How would you handle a sudden pest outbreak or a cool room failure?
- **Safety:** Worksite safety management is part of the role, so expect questions about chemical handling and equipment safety.

Interviews often start with a phone screen covering your background and availability, then move to a site visit or face-to-face with the farm manager. You may be asked to walk through a greenhouse or packing shed and discuss what you see. Expect a mix of technical questions and practical scenarios, with time for your own questions at the end.

## 1. Walk me through how you plan a planting schedule for a cut flower crop, from variety selection to harvest.

### Why they ask

This assesses your planning, market awareness, and understanding of crop cycles.

### How to structure your answer

A process walk-through: start with market demand and climate, move to variety selection, then planting, crop care, and harvest timing.

### Example answer

*"First, I look at what the market is asking for, talking to florists or wholesalers about colours and varieties that sell well at different times of year. I check the climate and soil conditions on the farm, then choose varieties that suit our greenhouse or field blocks. I map out a planting schedule so we have continuous supply rather than a glut. After planting, I set up irrigation and fertiliser programs, monitor for pests, and track growing degree days to predict harvest. I adjust the schedule if weather or demand shifts, and I coordinate with the harvest crew so we pick at the right stage for vase life."*

## 2. Tell me about a time you identified and managed a pest or disease issue in a flower crop.

### Why they ask

This tests your technical knowledge and problem-solving under real conditions.

### How to structure your answer

STAR: Situation, Task, Action, Result.

### Example answer

*"At a previous farm, we noticed aphids building up on a block of chrysanthemums just as buds were forming. I scouted the block thoroughly and confirmed the infestation. I isolated the worst area, introduced beneficial insects where possible, and applied a targeted spray approved for cut flowers, following all safety and withholding periods. I also adjusted our monitoring schedule to catch future*

outbreaks earlier. The result was that we saved most of that block and avoided spreading the issue to neighbouring crops.”

### **3. A cool room fails overnight during a heatwave. What do you do?**

#### **Why they ask**

This tests your judgement under pressure and ability to protect a perishable product.

#### **How to structure your answer**

Judgement under pressure: assess the situation, prioritise actions, communicate, and follow up.

#### **Example answer**

*“First, I check the room and the flowers. If the cool room is down, I move the most sensitive stems to a working cool room or a shaded, ventilated area with fans. I call the refrigeration technician immediately and let the farm manager know. While waiting, I monitor temperature and humidity, and I prioritise the highest-value or most perishable varieties. Once fixed, I review what happened and suggest a backup plan, like an alarm or a generator check, so it does not catch us out again.”*

### **4. How do you ensure cut flowers meet quality and vase life standards from harvest to dispatch?**

#### **Why they ask**

This probes your post-harvest handling knowledge, a core part of the role.

#### **How to structure your answer**

Technical explanation, step by step from cutting to packing.

#### **Example answer**

*“It starts at harvest: I make sure stems are cut at the right stage, using clean sharp tools, and I get them into water or a hydration solution quickly. I grade by stem length, straightness, and bloom quality, discarding anything damaged. Then I move them to cool storage at the correct temperature, avoiding delays. I check that buckets and water are clean, and I use the right preservative. For transport, I coordinate with drivers to keep the cool chain unbroken, and I log temperatures. Finally, I track feedback from florists so we can adjust our handling if vase life falls short.”*

### **5. Describe a situation where you had to train or supervise casual staff during a busy harvest.**

#### **Why they ask**

This assesses your leadership and ability to maintain quality under pressure.

#### **How to structure your answer**

STAR: Situation, Task, Action, Result.

#### **Example answer**

*“During a peak rose harvest, we had a crew of casual workers who had not handled cut flowers before. I ran a short induction on the first morning, showing them how to cut, strip leaves, and grade without damaging stems. I paired new people with experienced staff for the first hour and checked their work regularly. When I saw a common mistake, like rough handling, I gave quick one-on-one feedback. By the end of the week, the crew was working efficiently, and our reject rate at the packing shed was much lower.”*

### **6. What is your approach to irrigation scheduling in a greenhouse, and how do you use tools like soil moisture sensors?**

#### **Why they ask**

This tests your technical use of tools and understanding of plant water needs.

#### **How to structure your answer**

Technical reasoning: explain your method, then how tools support it.

**Example answer**

*"I start by knowing the crop's water needs at each growth stage and the soil or media type. In a greenhouse, I check soil moisture sensors daily and use them to decide when to irrigate rather than just following a fixed timer. I also look at the plants, the weather forecast, and the drip irrigation controller settings. If sensors show the media is drying faster than expected, I adjust the schedule. I keep records so I can see patterns and fine-tune the program over the season, which helps with both plant health and water efficiency."*