



HVAC Interview Questions

Looking to expand your HVAC team or replace a former employee? Asking the right interview questions makes all the difference. Keep reading for our list of 43 HVAC interview questions.

1. General HVAC interview questions

- Why did you choose a career in the HVAC industry?
- What do you know about our HVAC company, and why do you want to work with us?
- What are the most important qualities for an HVAC technician to have?
- What motivates you to perform well in this role?

2. Behavioral HVAC technician interview questions

- Tell me about a time when you had to deal with a difficult customer. How did you handle it?
- Describe a situation where you had to prioritize safety over speed. How did you manage it?
- How do you handle conflict with coworkers or supervisors on the job?
- Tell me about a time when you had to adapt to a change in project scope or unexpected conditions.
- Tell me about a time where you went above and beyond to provide exceptional service to a client.

3. Technical HVAC interview questions

- How do you calculate the heating or cooling load for a specific space?
- What's the difference between a heat pump, furnace, and air conditioning system?
- Can you explain what BTU, CAV, and AHU mean in HVAC systems?
- What HVAC tools and HVAC equipment are you most familiar with?
- How would you troubleshoot a faulty thermostat?
- How do you approach diagnosing and fixing a refrigerant leak?
- What steps do you take to ensure efficient energy use in HVAC systems?

4. Role-specific HVAC interview questions

HVAC apprentice interview questions

- What experience do you have with HVAC installation or repair?

- How do you stay current with new HVAC technologies or industry standards?
- How would you handle a situation where you're unsure how to complete a task?

HVAC engineer interview questions

- Tell me about a time you diagnosed a systemic performance issue that wasn't caused by a mechanical failure.
- Which BIM or CAD software are you most proficient in? And how do you ensure your digital designs translate accurately to the field?
- Describe a project where the original HVAC design went over budget. How did you manage costs without compromising the system's integrity?

Senior HVAC tech interview questions

- What's the most challenging HVAC project you've led? What was the outcome?
- How do you mentor or train less experienced technicians on your team?
- What steps would you take to optimize an HVAC system's performance in a residential home versus a commercial building?

HVAC foreman interview questions

- When you're managing multiple jobs across different sites, how do you balance your own technical workload with the need to audit your crew's work?
- When you have an apprentice on a time-sensitive install, how do you balance the need to hit your deadline with the responsibility of teaching the trade?
- How would you intervene if a crew member tried taking a shortcut that compromised safety?
- Describe a time a technician or installer challenged your direction on a job site. How did you handle the situation?
- How would you handle a situation where the office has over-promised a timeline to a client, but your crew is facing unexpected field conditions that will cause a delay?

Commercial HVAC tech interview questions

- What experience do you have working with large-scale HVAC systems in commercial buildings?
- How do you handle emergency repairs or maintenance for critical systems?
- What methods do you use to minimize downtime during commercial HVAC maintenance?

Residential HVAC tech interview questions

- How do you handle sensitive situations where customers are unhappy with a diagnosis or service fee?
- What steps do you take to leave the customer's home in good condition after service?
- How do you educate homeowners on maintaining their HVAC systems?

5. Compensation and next-steps interview questions

- What are your salary expectations?
- Are you familiar with performance-based pay structures, and are you comfortable working under them?
- What additional training or certifications are you planning to pursue in the next year?
- Would you be willing to work on-call shifts or overtime when needed?
- When would you be available to start?
- Can you provide a list of professional references?
- What questions do you have about the role?