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# Smoke Your Firefighter Interview



## Synopsis

Chief Lepore's most popular book is called *Smoke Your Firefighter Interview* (360 pages). It provides readers with a view of the interview from the perspective of the panel raters. The objective is for candidates to see themselves through the eyes of the raters. By the end of the book, readers will understand exactly how they are being scored. More importantly, they will understand how to completely answer the types of questions that they will encounter on the fire department interview. Since it is often weighted 100% of the candidate's final score, earning a high score on the interview is essential to getting hired. In this book, Chief Lepore uses his 30 years of fire service experience to review over 90 commonly-asked fire department interview questions. The author shares not only the questions that you can expect in your fire department interview, but also how the panel expects the entry-level candidate to answer them. Most importantly, Chief Lepore explains the reasons for the correct answer. The "Reasoning" section that follows each question is often longer than the answer itself. It covers the exact key points that the interviewers are looking for in the previous question. This section includes the following: expectations of a probationary firefighter; understanding the candidate's knowledge of their position within the organization; the rank structure of the fire service; and how to expertly navigate the tricky waters of stepping up as the new firefighter when he or she identifies something that is not right. The reasoning section is designed to provide an in-depth insight into the unique culture present in every fire station in every department throughout the country. It is expected that entry-level firefighters understand the culture prior to getting hired. For those who understand it, the interview questions make more sense. For those who are new to the fire service culture, passing the interview can be a daunting task. The interview panel will quickly identify candidates who simply memorize the answers to both routine and complex questions, but have no understanding as to why they would act or perform in a certain way. The panel's follow-up questions are designed to identify how committed candidates are to their answers. *Smoke Your Firefighter Interview* allows readers to do more than simply memorize the right answer. By explaining the rationale, which often includes the culture of the fire service, readers are able to understand and internalize the "right" answer. Since readers now completely understand the concepts, they are able to clearly express their thoughts to the oral board. The oral interview is the most important part of the hiring process.

## Book Information

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## **Customer Reviews**

"Finally a worthwhile book to help entry-level candidates compete in the interview process. Chief Lepore's advice will help improve candidate's scores across the country." --Deputy Chief Vincent Dunn, FDNY"Smoke Your Firefighter Interview is an excellent resource that will help the future firefighter candidate better prepare themselves and improve their scores for the most important phase of the hiring process, the oral interview. I recommend this book to anyone that is pursuing a career as a firefighter;" it is something I wish I had available to me when I was testing for the position of firefighter." --Captain Steve PrziborowskPaul's book is a must read for future firefighters. It is among the best preparation guides for the career of firefighter that I have ever read. --Firefighter Simmer Harry, Texas

Currently, I am a shift Division Chief for a Southern California Fire Department where I am assigned to manage the Special Services Division. In addition to managing the emergency responses for the city my responsibilities include managing the EMS Division, emergency Operations Center and the CERT program. With 28 years of experience in the fire service proctoring oral interviews and promotional examinations I decided to write several books for those aspiring firefighters. I have conducted numerous seminars at national conventions to teach and mentor both promotional and entry-level candidates alike. My objective in writing these books is to help the aspiring firefighter set a clearly defined goal, laying out the steps to reach it and diligently working to become the ideal candidate and ultimately a professional firefighter. The three books and one Audio CD I have written were published through Freespool Enterprises, DBA Aspiring Firefighters. In addition, my wife and I

founded EMS Safety Services, Inc., which specializes in the development of emergency response educational programs and the retail of quality cost-effective emergency response products. An AED/CPR and First Aid Training Corporation that certifies over 200,000 students each year. As an avid saltwater fisherman I have also written a book titled, "Sport Fishing in Baja".

This book is very easy to read and fireman friendly. There is a ton of information in this book that directly applied to many of my interviews. It doesn't just give you the answers to many questions, but it gives you the reasoning so you can give it your own personal spin. So far after buying this book I was able to get 4 career offers. I can say for sure this book gave me the edge I needed.

My first oral interview went terribly. I didn't even get a letter saying how I scored. I knew I had to improve my interview skills. I purchased the CDs and book. Listened to the CDs before every oral interview. Made multiple eligibility lists at #1. These CDs definitely helped set me apart from the competition. The CDs, along with experience, good test scores, and research into the department, made all the difference. I HIGHLY RECOMMEND!

Has some thought provoking questions but in general wasn't that helpful. Many repeated words and the explanations are sickeningly cookie cutter.

I purchased Chief Lepore's book the night that I was offered to interview with a department in Southern California. If you're looking for a concise, easy to read, no-nonsense book to help you in your quest of landing a job in the fire department - buy this book. Chief Lepore also offers one-on-one coaching advice via his website [aspiringfirefighters.com](http://aspiringfirefighters.com) which is a fantastic way to prepare.

Having reviewed a lot of different preparation books and programs for the fire department interview process, this book definitely stands out at the top. It is important to remember there is no single universal answer to every question, so it's helpful to study from multiple sources. But what I really liked about this book is that it takes the reader through the most common questions in a fire interview, gives them a sample answer, but then most importantly gives the reasoning behind why the author feels these are the most complete answers. It's important to understand what the question is really asking and then use the understanding of the question to provide your own unique answer. Every department does things a little different, but these questions seem to be the most

common. Definitely a must have if you're applying to fire departments.

If you plan on becoming a firefighter, this book is an absolute must. Not only does it help with interviews, but a lot of the psychological test given by the bigger firefighting testing agencies pull examples similar or identical to those presented in this book. Even if you think you are a great interviewer, you might be surprised by the information you garner in this book. Talked to a lot of people about it, everyone says they jumped up list after reading this book and doing interviews.

For those that gave it negatives because the questions were not asked in their interviews: This book is not designed to have you memorize answers. What it is designed to do is build your ability to reason out the correct answer from a variety of questions DURING your interview. This book provides the why of your answer, which is what interviewers look for, not necessarily the answer itself. This book will build your confidence and allow you to ease through your Firefighter interview comfortably.

This Book is full of great advice, example questions, answers and explanations. After I read the book I contacted Chief Lepore for a personal coaching session, his insight into the hiring process is invaluable. I highly recommend the book and the personal coaching.

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