INTERVIEW WORKSHEET

Questions to Ask Potential Self-Performing GC Partners

Include these questions in your next interview to help evaluate self-performing GCs and better inform your decision-making to find the right partner for you.

SELF-PERFORM WORK QUALIFICATIONS

Look for detailed explanations of self-perform work services and scopes, strategy, capabilities and past experience. The right contractor should clearly demonstrate how these factors influence project outcomes and achieve success.

Safety

- ☐ What is your scope-specific incident rate?
- ☐ What is your approach to safety training for your skilled workforce?
- ☐ Explain how safety is embedded into company culture.

General Self-Perform Capabilities

- ☐ Number of in-house skilled workers currently employed?
- ☐ Average tenure of craftworkers?
- ☐ Retention rate of tradespeople from project to project?
- ☐ What scopes can you self-perform?
- ☐ What recent experience do you have self-performing scopes that apply to this project?

Labor Management

- ☐ At what stage of the project do you engage self-perform subject matter experts?
- ☐ How is self-perform expertise leveraged during preconstruction?
- ☐ What direct relationships do you have with suppliers and vendors?
- ☐ How do you leverage previous volumes of purchases, particularly for equipment and materials needed for self-performed scopes?

Quality Control and Productivity

- ☐ How are your self-perform teams incorporated into constructability reviews?
- ☐ How do you manage and measure productivity for self-perform scopes?
- ☐ How are self-perform capabilities used to track and resolve real-time issues in the field?
- ☐ Provide an example of using self-perform to creatively problem solve and innovate.

Communication and Collaboration

- ☐ What tools do you use for collaboration in the field?
- ☐ How do you communicate project goals, expectations and changes to your workforce?
- ☐ What is your self-perform team's experience with design-build, design-assist, integrated project delivery, and other delivery methods that foster collaboration and transparency?

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