

Interviewing for Success

When interviewing a possible candidate it is important that you know the type of person that will best fit within your company culture. Once you know the personality traits and values of the “perfect person” the next step is getting through “perfect behavior and answers” that most people come to an interview with. You want to have the skill to dig under the interview face and ask unexpected questions (things they do not have pat answers for) The secret is knowing questions that will support you in learning what you REALLY need to know about them ☺

Below is a list of questions that can support you (again you have to know what you are looking for and then you can choose 5-10 of the questions below that will help you find what you are looking for...

- * Tell me about yourself: What brought you into this field? What are you most passionate about? What is your greatest weakness in the job? What is your greatest Strength? What do you consider is your greatest success so far (life or work?)
- * If I were to ask you're your past co-workers about you, what 5 words would they use to describe you?
- * What do you know about this organization? What makes you feel this is the place for you to work?
- * What have you done to improve your knowledge/technical skills in the last year?
- * Give me an example of a time you stepped in and played as a powerful team member
- * What is your philosophy towards work?.
- * If you had enough money to retire right now, would you?
- * Tell me about the WORST boss you ever had (what made them bad)
- * Tell me about the BEST boss you ever had (What made them the best)
- * Explain how you would be an asset to this organization
- * Why should we hire you over the other people who have applied for the job?
- * What irritates you about co-workers?
- * What kind of person would you refuse to work with?
- * Give me an example when you had to work under pressure. (how was that for you?)
- * What motivates you to do your best on the job?

As you can see these are different from the “typical” interview questions but they will help you find the “real” person in the interview. Find the questions that will best help you uncover the values and behaviors you are looking for. I always recommend a person has at least 2 interviews with different people (we all see different things) Once the two interviews are complete I normally ask the person to shadow for a few hours so they can see what the job and team is really like. My concept is Hire slow and Fire fast....

Take time to find the right person but if you see they are not right act fast to remove them....