

Sample Interview Questions

1. Why are you ready to leave your current position?

Why ask this question?

Provides insight into the candidate's motivation. Are they just "seeing what is out there" or are they seriously interested in a new opportunity.

- ⚠** A candidate who has spent less than one year in a company and has accomplished all they can may be an indication the candidate's business maturity level.
- ⚠** Badmouthing the previous company. There are indeed a great deal of nightmarish bosses but placing blame on one individual or company implies a centrally focused individual who may not be able to see all sides of an issue.

2. What was your favorite position and what role did your boss play in making it unique?

Why ask this Question?

This is a comfortable question for candidates to answer. It focuses their attention on positive and comfortable emotions. It also sets the stage for the related question (and harder to answer) "what was your least favorite position"

Statistically a majority of people leave their current job due to their boss. It is important to determine what role the boss played in making it a great job.

- ⚠** Be aware of a candidate who sells you a love for a particular aspect of a past position that is not available in this new position.

3. How would you describe the amount of structure, direction and feedback that you need to excel?

Why ask this question?

Of course new employees always need more attention in the beginning of the assignment, however as time moves on as they become more confident and independent. Some people; however, always need that pat on the back to bolster their morale and keep them on track. Others truly resent any structured ongoing feedback. In order to get to the real answer here, you may need to probe by giving a specific example. "Do you prefer a manager that only wants to hear from you when there is a problem or do you prefer someone who meets with you regularly."

- ⚠** The red flag here is to match the hands-off manager with the hands-off independent employee and to match the mentoring manager who takes pride in guiding employees with the employee who wants structure and feedback.