

**INTERVIEW QUESTIONS FOR
AN INNER-VIEW OF
POTENTIAL CANDIDATES**

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BE PREPARED FOR THE INTERVIEW

- What's the biggest opportunity for this role? What's the most challenging element about this role?
- What does success look like in this position?
- If you could describe your team in 3 words, what would they be and why?
- What type of person works well with this team?
- How did the company determine its mission? What is this team's mission to back the company's mission?
- Why do people say about Verisys? Why do they stay?

**WHAT DOES THIS
PERSON NEED TO
DO?**

DEFINE THE JOB AND ITS SUCCESSES

Consider raising the Talent Bar

WHY BEHAVIORAL INTERVIEWING QUESTIONS MATTER

Great businesses and teams are built on people. People who have the right skills and experience.

Who have the potential to do great things in the role, the team, and the company.

PUSH TOP CANDIDATES TO GIVE BETTER ANSWERS

- Don't accept situational responses: When you ask for *specific* examples, make sure the candidate is not using hypothetical information
- Give the candidate time: Often good answers come after a moment of reflection, so don't rush the candidate or write them off if they don't answer quickly.
- Follow up: Hone in on a specific piece of missing information in their response to dig deeper into the situation.

GET THE ANSWERS YOU NEED

Think **STAR**

SITUATION

TASK

ACTION

RESULT

6 SOFT SKILLS THAT REFLECT POTENTIAL

1. Adaptability

4. Leadership

2. Culture add

5. Growth Potential

3. Collaboration

6. Prioritization

ADAPTABILITY

- Tell me about a time when you were asked to do something you had never done before . How did you react? What did you learn?
- Describe a situation in which you embraced a new system, process, technology, or idea at work that was a major departure from the old way of doing things.
- Recall a time when you were assigned a task outside of your job description. How did you handle the situation? What was the outcome?
- Tell me about the biggest change that you have had to deal with. How di you adapt to the change?
- Tell we about a time when you had to adjust to a colleague's working style in order to complete a project or achieve your objectives

CULTURE ADD

- What are the three things that are most important to you in a job/career?
- Tell me about a time in the last week when you've been satisfied, energized, and productive at work. What were you doing?
- What's the most interesting thing about you that's not on your resume?
- What would make you chose our company over others?
- What' the biggest misconception your coworkers have about you and why do they think that?

COLLABORATION

- Give an example of when you had to work with someone who was difficult to get along with. How did you handle interactions with this person?
- Tell me about a time when you were communicating with someone and they did not understand you. What did you do?
- Tell me about one of your favorite experiences working with a team and your contribution.
- Describe the best partner or supervisor with whom you've worked. What part of their managing style appealed to you?
- Can you share an experience where a project dramatically shifted directions at the last minute? What did you do?

LEADERSHIP

- Tell me about the last time something significant didn't go according to plan at work. What was your role? What was the outcome?
- Describe a situation where you needed to persuade someone to see things your way. What steps did you take? What were the results?
- Give me an example of a time when you felt you led by example. What did you do and how did others react?
- Tell me about the toughest decision you had to make in the last six months.
- Have you ever had to "sell" an idea to your coworkers or group? How did you do it? What were the results?

GROWTH POTENTIAL

- Recall a time when your manager was unavailable when a problem arose. How did you handle the situation? With whom did you consult?
- Describe a time when you volunteered to expand your knowledge at work, as opposed to being directed to do so.
- What would motivate you to make a move from your current role?
- When was the last occasion you asked for direct feedback from a superior? Why?
- What's the biggest career goal you've ever achieved?

PRIORITIZATION

- Tell me about a time when you had to juggle several projects at the same time. How did you organize your time? What was the result?
- Tell me about a project that you planned. How did you organize and schedule the tasks?
- Describe a time when you felt stressed or overwhelmed. How did you handle it?
- Give an example of a time when you delegated an important task successfully.
- How do you determine what amount of time is reasonable for a task? And why?

CREATIVE QUESTIONS

- *Why shouldn't we hire you?*
- How would your manager describe you? Now tell me, how would your best friend describe you?
- It's noon one year from now. What are you doing?
- Is it better to submit a project that's perfect and late, or one that's good and on time? Why?
- On a scale of 1 to 10, how weird/techie/social savvy are you? (think the job function)

HIRE WISELY

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