







SAMPLE INTERVIEW QUESTIONS

A guide to asking the right interview questions that get to the heart of the candidate.






Start with small talk to make sure that the candidate is comfortable in the interview environment.

-  *Where are you from originally?*
-  *What prompted your move to X city?*
-  *What do you like to do for fun?*


Once they feel a bit more comfortable, move on to the first real interview question.

-  *To get started, why don't you tell me what your understanding of the job is?*




Next, move on to their resume. This will likely be the bulk of the interview. Here, you are trying to gain insight into (1) whether the candidate gets things done; (2) whether they have passion; and (3) how they make decisions.

-  *Can you briefly walk me through your resume, starting with college and including a synopsis of each job you've held thereafter?*
-  *How did you make your major life decisions:*
 - a. Why did you pick that school?*
 - b. How did you decide on that major?*
 - c. How did you decide to take / leave that job?*
-  *What were some achievements at each job? Can you also provide a few examples of mistakes you made and how you would have done things differently now?*
-  *What were some of your favorite parts of each position? What are some of the most challenging parts of each job?*
-  *If I were to talk to your boss and ask them about you, what would they say? How would your coworkers describe you?*

If you asked the candidate to take a personality assessment, use this next time to have them walk you through their takeaways on their own assessment. Afterwards, move on to your assessment.

-  *Do you see anything that might indicate challenges for us to work together? Or, any characteristics that would help our working relationship?*

If you asked the candidate to take a role-specific skills test, use this next time to discuss their answers.

-  *What were your initial thoughts when receiving the details of the skills test?*
-  *What do you think you did well? Do you see any areas you could have answered or handled differently?*
-  *How did you decide on this course of action?*

Finally, wrap up the interview with Q&A. Give the candidate some time to process the information they've just received and allow them to gain more insight into you and the role.

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