
Selection of suggested interview questions

Trying to ask great interview questions? Here are some I like but keep in mind these tips:

- Even when you are armed with the most creative questions, you need to be an active listener! Focus on how they respond as much (or more) than you do on the delivery of your questions.
- Don't treat your prepared questions as a checklist to run through. As you listen to each response, dig deeper with curiosity to explore more of what the candidate can share on any one topic. Going deeper will often yield you greater insight than running through a lot of subjects on a surface level.

My favorite opening question is: "Tell me about yourself." Don't give hints as to what they should cover. Then sit back and see where that takes the conversation. You can listen for whether the response is rambling or succinct, does it fit appropriately for the situation (childhood or professional timeframe; how much does the person focus on job-related topics versus personal, for example). Also, listen to how the content is framed. For example: big picture/strategy initiatives, nitty/gritty detailed project descriptions, people or tasks: this provides clues for the way the candidate processes information and focuses on situations.

Other potential questions:

- Tell me about a time when you were asked to do something you had never done before.
- If you were to fail at this job, what would you point to from your personality or history that would most likely be the cause?
- What do you want from this job and your career?
- Does the position seem too junior (or advanced) for you?
- Why should we hire you?
- Tell me one thing you would change about your last job.
- What is one thing you learned today? If they can't come up with something, ask: what is the last thing you learned?
- 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.
- What are the three things that are most important to you in a job.
- Tell me about a time in the last week when you were most energized and productive at work. What were you doing?
- Give an example of when you had to work with someone who was difficult to get along with. (dig deep through this one, follow-up questions could be, what did you learn, do you feel you did all you could have, what would you do differently, have you had this situation happen more than once?)
- Tell me about one of your favorite experiences working with a team, including what your specific contribution was.