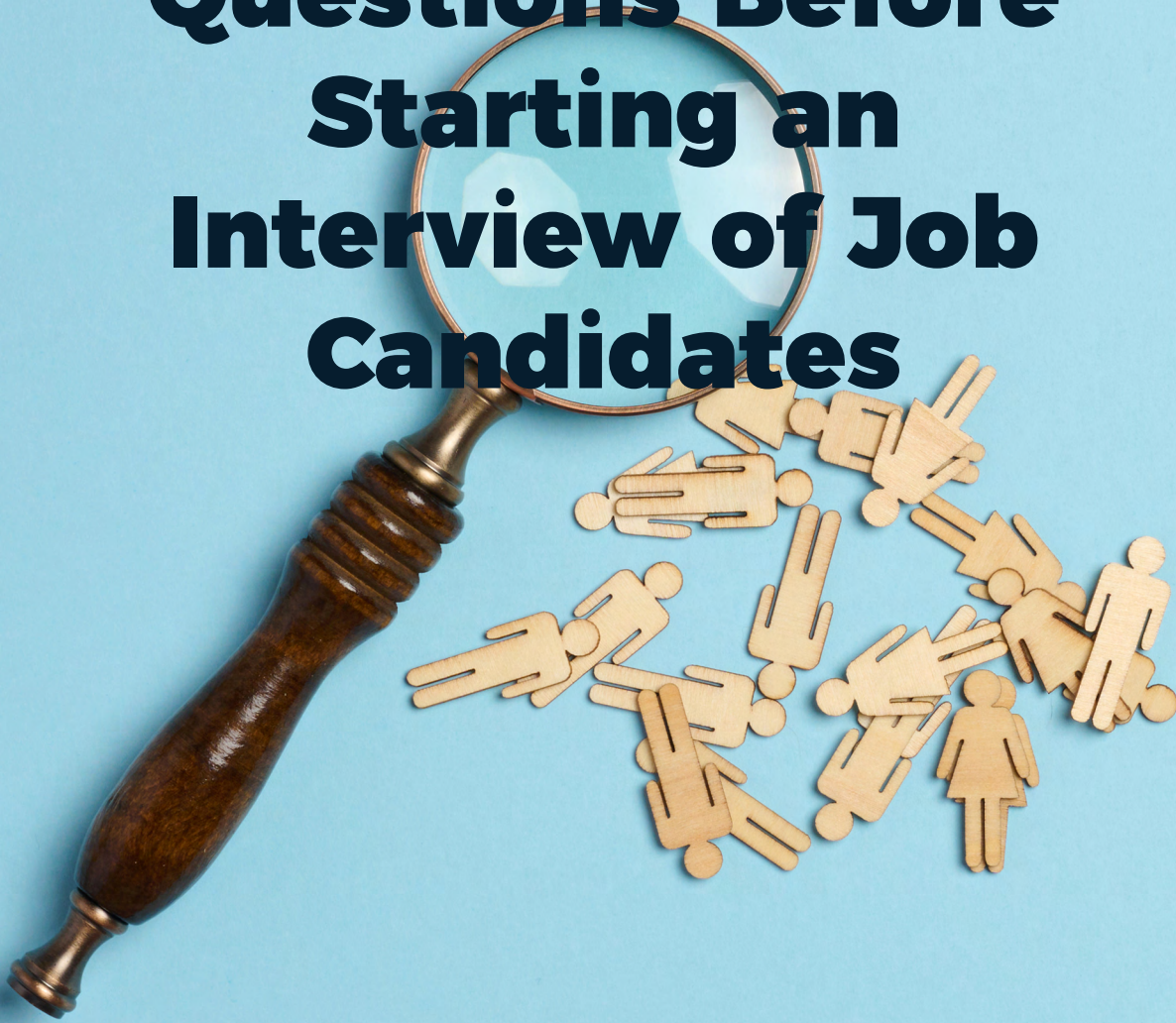


# 7 Must-Ask Questions Before Starting an Interview of Job Candidates



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One of the toughest functions in a business is leadership. It requires keen insight and high emotional IQ. Companies who fail at this, will, in the best scenario, have a high turnover. The worst scenario is business failure. One of the elusive resources to manage, are the people. They are human. They are emotional. They grow, change, think, protest, disagree, mislead, work hard, hide, cry, win, aspire and everything else you can think of that humans do.

Recruiting, hiring and retaining workers can be frustrating when not done right. Ads must be precise. Interviews must be stellar. Management must be effective. Get the questions in the interview wrong and interviewers won't get the information they need. Get the wrong information and they hire the wrong people. Hire the wrong people, well, you get the point.



There are 8 main categories of questioning you want to ensure you ask your applicants. These questions aim to help you get a whole view of the person seeking employment at your organization.

Here they are.

- Character
- Base
- Behavioral
- Compensation
- Career
- Hypothetical
- Personal/Performance
- Brainteaser

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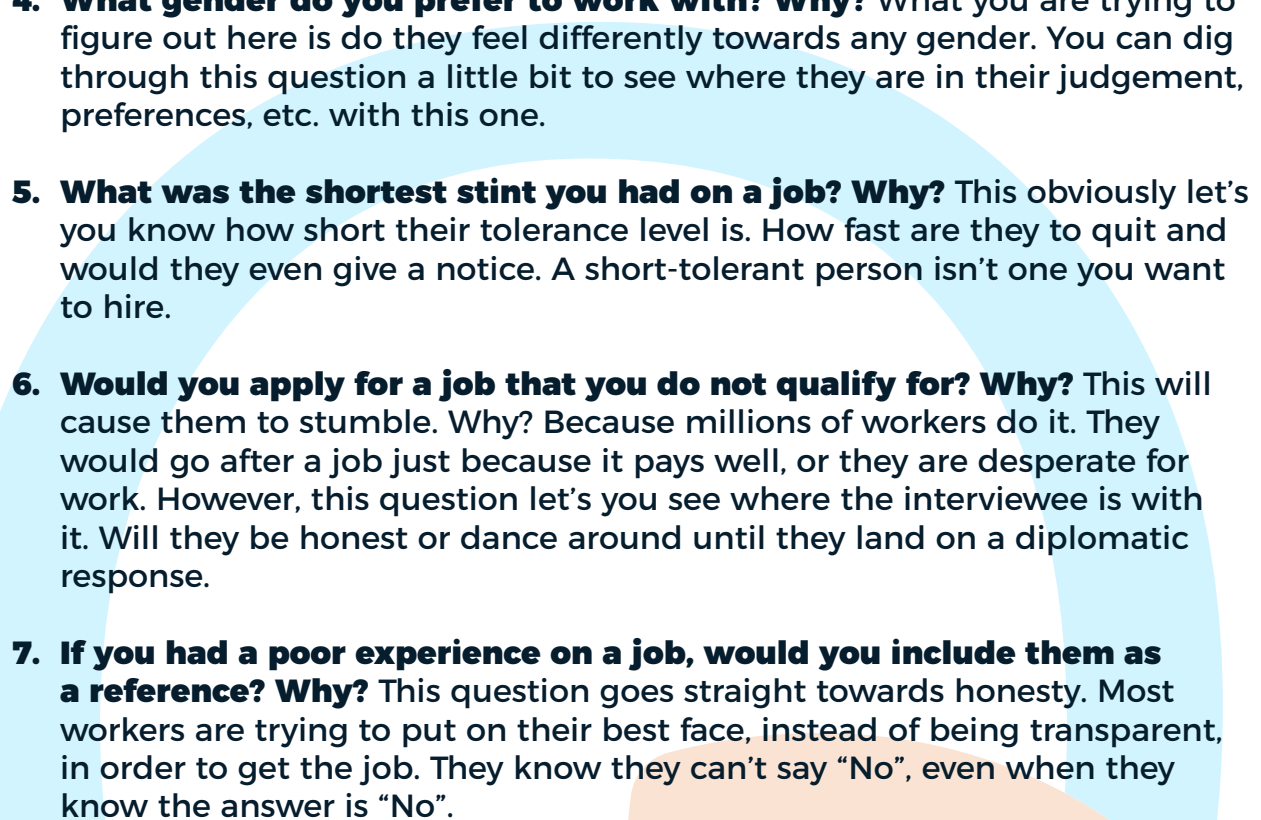
## 7 Must-Ask Questions While Interviewing Job Candidates

However, there are a few short questions you need to ask. These questions are aimed to determine the actual expectations of the interviewee and the degree of resilience and loyalty they possess. That's more than anything else. Those two are more valuable than even competence and experience. They are the make or break of any organization. You want to be able to rely on worker's presence and stick-to-it-ness no matter what.

- 1. What goes into your decision for applying for a job?** You want to know the psyche behind the interviewee. What drives their decision? Do they look for salary, location, job role? What you want to find out here is do they consider if the job is an actual fit for their qualifications (not a fit for their bills, where they live or if they like who works there).
- 2. What would make you leave a job after a short period of time?** This is a question that will make them stumble for a second. It is too direct and unorthodox. You need to know what drives a short stint. Is it pay? Is it a better offer elsewhere? Is it workplace unhappiness? Is it personal situations? Whatever the reason, what goes into making the decision to leave quickly, is important.



- 3. What is the worst thing someone can say about you on a job?** This is another question that will make them think hard. It will make them try to find something negative-positive. For example: "I am a perfectionist and co-workers didn't like it." You will have to read through what they are saying to you. Their discomfort in answering the question can be very helpful too!

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- 4. What gender do you prefer to work with? Why?** What you are trying to figure out here is do they feel differently towards any gender. You can dig through this question a little bit to see where they are in their judgement, preferences, etc. with this one.
  - 5. What was the shortest stint you had on a job? Why?** This obviously let's you know how short their tolerance level is. How fast are they to quit and would they even give a notice. A short-tolerant person isn't one you want to hire.
  - 6. Would you apply for a job that you do not qualify for? Why?** This will cause them to stumble. Why? Because millions of workers do it. They would go after a job just because it pays well, or they are desperate for work. However, this question let's you see where the interviewee is with it. Will they be honest or dance around until they land on a diplomatic response.
  - 7. If you had a poor experience on a job, would you include them as a reference? Why?** This question goes straight towards honesty. Most workers are trying to put on their best face, instead of being transparent, in order to get the job. They know they can't say "No", even when they know the answer is "No".

Workers often take jobs they don't expect to stay at for a very long time. Some take jobs they know they have no experience in. Others simply expect to woo the interviewer with their charm. A lot of workers are squibbing the marketplace. Squibbing means going from job to job, then hiding those jobs from the jobs they applied to. They hide by leaving those jobs off their resumes and/or references. Our patented technology helps expose the true reliance, resilience, and commitment levels of workers.

Learn more about it at:

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