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10 Interview Questions

To Weed Out BAD FITS

10 Interview Questions To Weed Out The Bad Fits

1. How long did it take you to get here for the interview? How long would it take at rush hour? (Few people can tolerate a commute of more than an hour. They may take the job now out of desperation, but they are poor prospects long-term; and lengthy commutes are among the major reasons for turnover.)

2. What do you do for fun? (It's a good question to help you discover if they can get really passionate about something.)

3. What do you already know about our company (you may assume everyone has Googled your company's name – if they haven't, you probably don't want them) and what else would you like to know? Is there anything that you really like, or anything that gives you pause?

4. Where do you see yourself being two years from now? Five years from now? (You'll get an idea of how ambitious they are and/or how realistic they are.)

5. Tell me about a recent time when you had a substantial disagreement with your direct supervisor/college professor. How was it resolved? Now that you have the benefit of hindsight, in retrospect, who was right?

6. Tell me about a business success you're really proud of. What do you think were some of the components that led to the success? Was it a team effort? Could you have done it alone?

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7. Tell me about the last time you made a significant mistake. What did you learn from the experience? (Everyone has made mistakes. If the job applicant says he hasn't, then think twice before hiring.)

8. Why do you want to work here? (Hint: if the candidate answers "to earn the good salary that you posted," you probably don't want him or her.)

9. If we talked to your last supervisor, what do you think they would say? What would they say about your outstanding qualities? What shortcomings would they probably point out?

10. You've been in the job market for a while now – where else have you applied and where else did you get past the front door? How do we compare? Where does this opportunity rank in your mind? Where are we on a scale of 1 to 10? What would it take for us to be a 10?

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