

16 Good Interview Questions

To Get the Right Candidate

The Good Interview Questions

You might want to start off with a few, simple questions. Here are some of the more regularly used ones. And why you should use them.

1. **What attracted you to this role?**
2. **Why are you leaving your current employer?**
3. **Tell me about how you continuously develop your skills? Give me some recent examples.**
4. **What are your main strengths and weaknesses?**
5. **What are your main motivators?**

The 11 'Better than Good' Interview Questions

6. **Tell Me About an Experience Where You Struggled Getting the Job Done, but Persevered and Got Through It.**
7. **What's Better: to Provide Something Good and on time, or Late and Perfect?**
8. **Tell Me About a Time When You Made a Costly Mistake?**
9. **What Was the Biggest Decision You've Had to Make in the Last Year? Why Was It So Big and What Did You Do?**
10. **If I Were to Interview all Those that You've Worked With, What Percentage Would Not Be an Ally of Yours? What Typical Words Would They Describe You By?**
11. **Give us an Example of an Achievement from a Previous Position, That'll Show Me That You Can Thrive in This Role.**
12. **Can You Explain Something to Me That's Complicated, and Which You Know Well?**
13. **What are the 3 Things You'd do in Your New Role, if You Were Hired?**

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14. When Have You Been Most Satisfied in Your Life?

15. What things DON'T You Like to Do?

16. We're Constantly Striving to Improve Every Day. This is Normally in the Form of Making Things Better, Reducing Cost or Improving Productivity. Tell me About a Recent Improvement You Made in Your Role. And the Process You Went Through to Achieve It.

Not So Good Interview Questions...

- **Tell me About Yourself** – What does that even mean? Where do we start? This is such an open question, you could risk losing a lot of time and gaining not a lot of value from it. It's best to ask clear and concise questions, so they can expand on them and give examples. At the end of the interview, you'll get more than enough detail which covers who they are and what they're like by using the good interview questions list.
- **Where do You Want to be in 5 Years?** – The truth is closer to "sitting there by the pool, not working." Well, that's the answer most of us would ideally want. The answer you'll get would be a generic one like, "Moved up to Management Level in your organisation." It's just a pointless question, because chances are, you won't get too many people being wholly honest, so why ask?
- **What Can You do in the Role?** – This is too broad-a-question. And the point is, it's your job to find out what they can do by getting them to provide examples of what they've done before, and whether they'll fit in the role you've created. Better questions will ask for examples when something happened, as in those above. They're clearer and well defined.
- **What's the Salary You're Expecting?** – This can be discussed before or after the interviewing questions. Not during. It's a waste of time asking. You're there to find the right candidates and their capabilities.