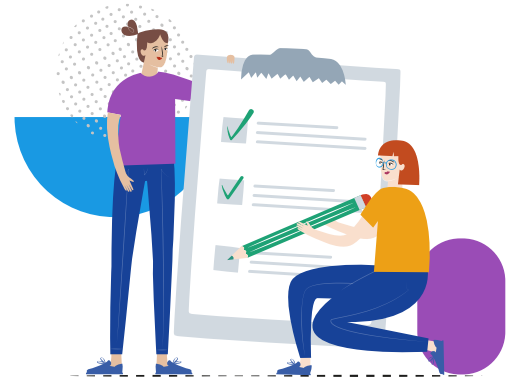


73 Employer Interview Questions



Never get stuck for interview questions again. Here's a list of questions an interviewer can ask to ensure the best chances of a successful employee.

Our list of questions have been broken up into categories, making it easier to select the ones you'd like to ask under interview conditions. So, make sure you read through them first, and then select the questions you'll be using. Do this for each unique role.

Do this for each unique role. You'll want to make sure you're asking the same questions to multiple candidates if they're applying for the same role. That way, you're ensuring the process is fair and you can't be accused of showing any bias.

73 employer interview questions

- What can we expect from you when you're under pressure?

- Tell me a bit about your background.

- What is your biggest motivation in life?

- Who do you aspire to be like?

- What's your definition of "success"?

- What does success look like to you?

Resume-related questions

These questions will surround the candidate's resume. Remember, you should personalize these according to the resume before the interview.

- Of all the experiences on your resume, which one do you think lends itself best to this role?

- Based on your resume, what would you say was the biggest lesson in your working life?

- Talk to me about your qualifications. What did you learn [at college/university/etc.] that will benefit you if you succeed in this role?

- Run me through your daily responsibilities while working for [company name].

- What was your biggest accomplishment when you were working for [company name]?

- What would [company name] say if we asked them what you're like as an employee?

- What made you decide to leave [company name 1] and start working at [company name 2]?

- Based on your resume, what was your biggest accomplishment in your working life? Why?

73 employer interview questions (continued)

Current position questions

If your candidate is working for another company during the interview, these questions will shine a light on their present employment.

- Why have you decided to leave your current company?

- Walk me through an average day while working as a [current title] at [company name].

- What is your favorite part of your current job?

- What is your least favorite part of your current job?

- What's the biggest lesson you have learned in your current role?

- How do you feel your current role has prepared you for this one?

- What skills have you developed in your current role?

- Do you feel that you have grown in your current role? How?

- What would your manager say if we asked them to describe you?

- What would you miss most about your current role if you were to be successful?

“Tell me about a time” questions

These questions ask the candidate to provide a real-life example linking to the skills you seek. Remember, you're free to adjust the questions to match the role and requirements you're looking for.

- Tell me about a time you have made a mistake. How did you manage it?

- Tell me about a time when you had to work as part of a team.

- Tell me about a time when you had to work under pressure. How did it go?

- Tell me about a time when you made a significant decision for your company. What was the outcome?

- Tell me about a time when you handled a tricky customer. What happened? How did you manage it?

- Tell me about a time when you've had to implement a strategy on the spot.

- Tell me about a time when you had to demonstrate leadership qualities.

- Tell me about an accomplishment you're most proud of. What happened?

- Tell me about a time you had to show your creativity.

- Tell me about a time you had to handle a difficult conversation. How did you manage it?

The role questions

This collection of questions revolves around the role the candidates are applying for. Make sure, before you use them, you check they are appropriate to the role. You're free to make adjustments to the question if need be.

- Why did you apply for this role?

- Why do you think you're suited to this job?

- On the job description, what key qualities do you believe you have?

- What skills do you think are crucial for this role? Why?

- In your own words, what is your understanding of this role?

- Why do you think you're the perfect person for this role?

- From your own understanding, how do you think this role will help shape the company?

- What skills and strengths will you be able to bring to this position?

- Is there anything about this role that you're unsure of?

- What do you expect you'll excel at in this role? Why? Equally, what areas do you think you'll struggle with? Why?

The company questions

These questions surround the company and the candidate's knowledge of the organization. It will demonstrate how much research has been done without forcing candidates to feel they're being quizzed.

- What do you know about our company?

- Based on what you already know, what are 3 things you think we're looking for in a candidate? Do you possess them?

- Why do you want to work here?

- Do you feel you'll gel well here? Why?

- Our values are [2-3 values here]. Do you feel you share these values? Why?

- What do you need to be comfortable and productive in terms of the working environment?

Teamwork questions

Teamwork is important for most roles. These questions target the candidate's ability to work within a team.

- What role do you usually take on in a team?

- Would you call yourself a natural leader? Or would you prefer to have more training? Why?

- Have you ever struggled to work as part of a team? If so, can you tell me about it?

- How would you handle a team where a member wasn't contributing at all?

- What qualities do you think a successful team possesses?

- Can you tell me about a time when you contributed to a team?

- Would you call yourself a "team player"?

- What does being a "team player" mean to you?

73 employer interview questions (continued)

- What's the most important thing when working as a team?

- Have you ever worked in a team with conflicting ideas or opinions? How did that go?

- Are you happy to contribute ideas to a larger team? How do you make sure your voice is heard?

- What does the word "collaboration" mean to you?

- What makes a successful collaborative process?

- Have you ever worked with a team on a virtual basis? How did that differ from a team in person?

- Do you find it easier to work as part of a team or individually?

Good luck chatting with your candidates!

