



10 Great Interview Questions

Use these *10 Great Interview Questions* for every candidate, for every opening, every time.

In many cases job candidates are taken aback that there are formal questions being asked and notes being taken to document their answers.

Each of these questions will allow you to 'peel the onion' further/dive deeper as the candidate provides their answers.

1.) Describe yourself using one word adjectives.

2.) What have been the biggest successes and biggest mistakes of your career?

3.) What is the most successful criticism you have received?

4.) Describe the best person you ever worked for.

5.) If your last boss were able to wave a magic wand over your head, what aspect of your performance would they fine tune?

6.) If you had the opportunity to do the last ten years of your career over again, what would you do differently?

7.) Describe the most difficult decision you ever had to make. Reflecting back was your decision the best possible choice you could have made? Why or why not?

8.) What would your current manager say are your strengths and weaknesses?

9.) When you have a really *bad* day at work and you go home and kick back and feel upset, what was it about the day that made you feel really upset?

10.) When you have a really *good* day at work and you go home and kick back and feel good, what was it about the day that made you feel really good?