

Interview Questions to Ask



Areas to cover:

- Knowledge – **what** they know (do they have knowledge to deliver?)
- Skills and Behaviours – **how** they will deliver (do they have the capability to deliver?)
- Attitudes – **will** to deliver (do they have the motivation and drive to deliver?)

COLOUR KEY: GREEN ARE GOOD QUESTIONS, ORANGE USE WITH CAUTION, RED AREN'T USEFUL

Work History

Check and question gaps in CV and reasons for leaving which will provide insight into the person's motivations

Credentials and Achievements

If you focus on these in the CV you risk assuming temperament and social skills without proof of performance

Behavioural Questions

Focus on past experience to gather proof of skill. In-depth probing of candidate responses will ensure the candidate isn't claiming responsibility for successes or enhancing responsibilities

These questions start with:

Give me an example of when you...

Tell me about a time when...

Behavioural questions need to be focused on the specific behaviours you are seeking and tailored to each vacancy. Contact [Talent Seed](#) to have a tailored interview guide built for your vacancy.

Job Knowledge

Direct questions about knowledge can confirm this without distinguishing if they have the behaviours to be successful in the specific organization. Ask Behavioural questions in preference, which will also provide insight into someone's work experience. Though asked right these can be useful.

Examples of knowledge questions are:

What do you think has had the biggest impact in our industry in the last X years?

Given what you know about us, what do you consider to be our main differentiator?

Future Situational

Although popular, situational questions such as "What would you do..." may lead to the candidate supplying answers that they feel will please the interviewer. These are not good practice. If they don't have experience to draw upon consider a roleplay instead.

Values and Attitudes

Use these to identify whether someone's behaviour will fit within your culture. Turn the value into a behaviour (how would the person behave if they had this value) and ask a Behavioural question.

Note: Unstructured interviewing is more effective than structured interviewing in identifying counterproductive work behaviours.

Job Congruency

Use these to identify whether what is present in the role is what motivates someone. These can cover key drivers, location, company culture. Will they be motivated, engaged and stay? Example questions are:

When has work been most interesting, what were you doing at the time? Why did it interest you?

When have you been dissatisfied at work? What was dissatisfying for you?

Contact [Talent Seed](#) to have a complete Interview Guide developed based on the knowledge, skills, behaviours and motivation you are seeking for your specific vacancy.