

# EMPLOYER INTERVIEW QUESTIONS

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Actively listen to their responses! Are their values in alignment with yours?

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- 1) **What do you like to do for fun?** *Can they have a personable conversation that's not just about work?*
- 2) **What about our ad caught your attention?** *Are they looking for any job or are they drawn to your organization? Did they spend time researching you? This typically reveals what they're looking for in a position.*
- 3) **Tell me a little about the type of work you're looking for.** *Does it match the role or what you're looking for?*
- 4) **What's important to you in a career?** *Do their goals align with your organization? Are they looking for a good culture to be a part of or is their focus on money? Can you provide what's important to them?*
- 5) **What questions do you have for me?** *Typically, this will reveal if they have specific deal breakers if they ask about certain things right away- Benefits? Pay? Growth opportunities?*
- 6) **What is making you want to leave your current job?** *Did they try to resolve any conflict before searching for another position? Is the scenario they described factual or assumptive? Is there still some unresolved conflict that may transfer to your organization?*
- 7) **Tell me about a time you had an issue with a [patient, client, customer] or coworker. How did you resolve it?** *How do they handle conflict and what did they do to resolve it? Did they take the issue to someone else to solve or did they try to resolve it themselves?*
- 8) **What does your ideal day at work look like where you are energized and fulfilled?** *What energizes them? People, tasks, checking off their to-do list? Does the role you're hiring for have similarities?*
- 9) **If you're having a rough day at work, how would we know?** *How do they handle their stress? Do they vent to coworkers, talk to their supervisor, or process after work then decide if it's something that needs to be brought up after having time to think about it?*
- 10) **How much are you looking to earn?** *This question can be uncomfortable, but you'll see how they handle being put on the spot. If they're ready with an answer, does the amount they want or need match your role?*
- 11) **How do you prioritize your work? What do you do when you have to juggle several things or tasks at once?**
- 12) **What is it about this position that has most interested you?**
- 13) **Tell me about someone who has influenced you. What was it that you respected the most about them? Why?**
- 14) **What adjectives would your friends use to describe you?**
- 15) **What made you want to pursue a career in this field?**
- 16) **Why should I not hire you?**
- 17) **How do you build relationships with clients [or coworkers]?**
- 18) **Do you prefer to work alone or on a team?**
- 19) **When was the last time you were working on something and lost track of time? What were you doing?**
- 20) **Tell me about a time you were given a project or task little instruction – How did you handle it?**