



ASK Great Job Interview Questions

Icebreaker Questions

- ▶ What days and hours are you available to work?
- ▶ Do you have any plans that would affect your ability to work a consistent schedule during the next year?



Reminder!

It's a conversation, not an interrogation!

Vision Questions

- ▶ Based on what you read about the role, what do you imagine this role will involve?
- ▶ What questions do you have for me about the tasks, assignments, or scope of the role?
- ▶ What intrigues you about our organization? What did you find concerning or perplexing as you prepped for this conversation?

Reminder!

Note whether the interviewee's vision for the role is consistent or at odds with yours. If 'at odds,' schedule a time to discuss the disconnect with a small team. Explore what aspects of the position description, job title, your website, or other factors may be causing the disconnect.



Aspirational & Learning Questions

- ▶ How did you learn and grow at your most recent or your current job?
- ▶ What do you hope to learn while working here?
- ▶ How do you react when you're asked to complete an assignment that you've never done before? Can you share an example?
- ▶ What is the hardest thing you've learned how to do in a job?
- ▶ Describe a situation where you tried to master a new skill or acquire new knowledge but you weren't successful. What happened?

Reminder!

These questions tap into a candidate's zest for learning. The desire to learn on the job is common across all generations of employees. And employees who indicate they are learning at work tend to be the most satisfied and engaged workers.



Skills & Experience Questions

- ▶ What skills or experience do you have that you believe will be super relevant to this job?
- ▶ What skills will you bring that will be **'nice to have'** talents?
- ▶ Tell me how you experiment with new ideas.

Reminder!

Stay focused on the required skills and experience for the role! It's easy to get distracted by something you have in common with the interviewee or an impressive talent or experience they share.

