

Who Interview Guide

1. What were you hired to do?
2. What accomplishments are you most proud of?
3. What were some low points during that job?
4. Who were the people you worked with? Specifically:
 - a. What was your boss's name, and how do you spell that? What was it like working with him/her? What will he/she tell me were your biggest strengths and areas for improvement?
 - b. How would you rate the team you inherited on an A, B, C scale? What changes did you make? Did you hire anybody? Fire anybody? How would you rate the team when you left it on an A, B, C scale?
5. Why did you leave that job?

Other Prepared Interview Questions

Hiring has a lot to do with Tribalism, not necessarily just Qualifications and Skills.

1. Tell us a little bit about yourself.
 - a. *Where are you from?*
 - b. *What have you done with your life so far?*
 - c. *What experiences were meaningful to you?*
 - d. *Some fun facts about yourself.*
2. Why do you believe you are qualified for this position?
 - a. *What are your relevant skills, traits, and experiences?*
3. What motivates you?
 - a. *Why is this type of work appealing to you or why are you prepared to devote a huge chunk of your time to this vocation?*
 - b. *What are you getting out of it?*
4. What are your strengths? What are your weaknesses?
 - a. *Yep, it's a trap. Answer the second half of this question from a place of strength, but show humility.*
5. Why did you apply for this job?
 - a. *Tell me this company is special and how it's special.*

Have Questions to Ask as the Interviewee

Potential questions you should ask:

1. In the first six months, what would you want to see me accomplish?
2. How is the feedback process structured?
3. What professional development opportunities will I have to learn and grow?
4. How would you measure my success? How can I exceed your expectations?
5. How did you get to your role?
6. What is the most challenging part of your job? What is your favorite part?
7. Is there anything I have said that has made you doubt I am a good fit for this position?
8. What are the strengths and weaknesses of the team I will be working with?

There are a lot of other questions you could ask depending on the type of job. It is worth taking the time to look up good questions to ask, and choosing ones that fit the situation.