

## Assessment Questions Asked By Professional Interviewers

“What questions do you as a professional like to ask candidates in interviews?”

1. What goals have you set for yourself? How are you planning to achieve them?
2. Who or what has had the greatest influence on the development of your career interests?
3. What factors did you consider in choosing your major?
4. Why are you interested in our organization?
5. Tell me about yourself.
6. What two or three things are most important to you in a position?
7. What kind of work do you want to do?
8. Tell me about a project you initiated.
9. What are your expectations of your future employer?
10. What is your GPA? How do you feel about it? Does it reflect your ability?
11. How do you solve conflicts?
12. Tell me about how you perceive your strengths. Your weaknesses. How do you evaluate yourself?
13. What work experience has been the most valuable to you and why?
14. What was the most useful criticism you ever received, and who was it from?
15. Give an example of a problem you have solved and the process you used.
16. Describe the project or situation that best demonstrated your analytical skills.
17. What has been your greatest challenge?
18. Describe a situation where you have had a conflict with another individual, and how you dealt with it.
19. What were the biggest problems you have encountered in college? How have you handled them? What did you learn from them?
20. What are your team-player qualities? Give examples.
21. Describe your leadership style.
22. What interests or concerns you about the position or the company?
23. In a particular leadership role you had, what was the greatest challenge?
24. What idea have you developed and implemented that was particularly creative or innovative?
25. What characteristics do you think are important for this position?
26. How have your educational and work experiences prepared you for this position?
27. Take me through a project where you demonstrated \_\_\_\_\_ skills.
28. How do you think you have changed personally since you started college?
29. Tell me about a team project of which you are particularly proud and your contribution.
30. How do you motivate people?
31. Why did you choose the extracurricular activities you did? What did you gain? What did you contribute?
32. What types of situations put you under pressure, and how do you deal with the pressure?
33. Tell me about a difficult decision you have made.
34. Give an example of a situation in which you failed, and how you handled it.
35. Tell me about a situation when you had to persuade another person to your point of view.
36. What frustrates you the most?
37. Knowing what you know now about your college experience, would you make the same decisions?
38. What can you contribute to this company?
39. How would you react to having your credibility questioned?
40. What characteristics are most important in a good manager? How have you displayed one of these characteristics?
41. What challenges are you looking for in a position?
42. Are you willing to relocate or travel as part of your career?
43. What two or three accomplishments have given you the most satisfaction?
44. Describe a leadership role of yours and tell why you committed your time to it.
45. How are you conducting your job search, and how will you make your decision?
46. What is the most important lesson you have learned in or out of school?
47. Describe a situation where you had to work with someone who was difficult. How was the person difficult, and how did you handle it?
48. We are looking at a lot of great candidates; why are you the best person for this position?
49. How would your friends describe you? Your professors?
50. What else should I know about you?

These questions reflect a significant movement away from standard directive questions towards more open-ended situational queries. Common themes include applications of analytical, problem-solving and decision-making skills, leadership development, creativity, teamwork, and personal development.

## REASONS FOR CANDIDATE REJECTION

“What are the most common reasons for your organization not offering a candidate a job. In other words, what factors in the evaluation process most often lead to rejection of the applicant.”

1. Poor communication skills.
2. Low grade point average
3. Could not articulate clear goals or future career direction
4. Personality of individual mismatched with corporate culture or environment.
5. No match between skills or academic background and position.
6. Level of technical competency insufficient for job.
7. Person lacks general enthusiasm and energy and appears unmotivated personally and professionally.
8. Weak interpersonal skills.
9. Failure to demonstrate leadership or management potential.
10. Inadequate analytical or problem-solving skills or deficient in capacity to handle concepts.
11. No active participation in or contribution to extracurricular activities.
12. No pattern or history fo top performance of success.
13. Unrealistic expectations.
14. Questionable work ethic.
15. Interests of candidate are too narrow—professional and personal.
16. No relevant work experience part time or summers.
17. Did not “sell self” in interview.
18. Not a team player.
19. Unwilling to relocate or travel.
20. Did not prepare for interview: reading literature of company brochures, job descriptions or industry research.
21. Immature and/or lacking in self-confidence.
22. Personality: arrogant, overly aggressive, pompous or over-confident.
23. Misrepresentation on resume: education, GPA, depth of experience or skills.
24. Candidate not competitive with applicant pool.
25. Appearance—wanting in professional presence: dress, grooming, habits.

The list has been prepared according to the frequency mentioned by the respondents. This was more easily determined in the top half of this list with the difference less pronounced after the mid point. It was compiled by carefully reviewing over six hundred responses.