

Ten Interview Questions Employers Should Ask

Q: Tell me about yourself

Can be used as a great ice breaker and is one of the most commonly asked questions amongst employers. It is a useful way to get the candidate to speak about their personal and professional interests and achievements.

Q: Describe a significant challenge you had at work and how you handled it.

If you're looking for a candidate with great problem solving and communication skills, this is definitely one of many questions you can ask to determine so. In answering this question, you get insight into how that candidate handles working in challenging or under pressure situations.

Q: Are you more comfortable working on a team or on your own?

Most employers want to see how much of a team player a candidate really is. Those candidates who prefer to work on their own would not fit into a work culture that promotes teamwork.

Q: How would your previous manager describe you?

Employers who ask this question can test a candidate's honesty and genuineness. It also gives employers a view on how the candidate thinks others perceive them.

Q: Why do you want to work for our company?

This question is a great way to filter out those candidates that are just looking for another paycheck versus those who are looking for a career. It also shows if the candidate knows what the job is, what it entails and if they have done their research on the company.

Q: What skills and/or experience have you acquired from your previous jobs?

Asking this question, enables employers to see how much experience a candidate has and how it applies to the position for which they are interviewing for. It also showcases their knowledge and strength in the field.

Q: Where do you see yourself in 5 years?

In asking this question, employers can see how much drive and passion a candidate really has. It gives you an idea of whether or not the candidate has a clear view as to where they see themselves going or where they plan to go in the near future.

Q: Why did you leave your last job?

This question gives employers an opportunity to see how well a candidate will respond in regards to their last employer. It allows you to discover if the candidate feels negatively about their previous employers, if they will admit to being terminated or if the candidate left the employer on good terms.

Q: Why do you think you would be a great candidate?

This gives the candidate the opportunity to truly market themselves as the "perfect" candidate for the job. Employers who ask this question want to know how a candidate sees themselves aligning with the company's culture, mission and values.

Q: Do you have any questions for me?

Candidates who ask questions illustrate that they have not only done their research but possess an interest in the position they are seeking to be hired in. It demonstrates their knowledge on the direction of the company and how they envision themselves contributing towards the company's goals.