



TURBOCHARGE YOUR INTERVIEW PROCESS WITH BETTER INTERVIEW QUESTIONS

Tips from the workshop
“Fire Them Before They Start”

Key Concepts

- ✓ Half of the people you hire will fail in their jobs within their first 18 months NOT due to their lack of skills and abilities. They’ll wash out because they don’t have—and you didn’t screen for—the key non-technical attributes that truly define “fit” with your company.
- ✓ Neutralize the typical power dynamic of most interview situations (go from parent-child to adult-adult).
- ✓ Past performance is the best predictor of future behavior. Only ask behavior-based questions in your candidate selection interviews.

Crafting Better Interview Questions

- ✓ *Know what you are looking for.* Start with a short list (5-7) of the success-defining behaviors that you’re trying to uncover for the position and for your company.
- ✓ *Know what you’re looking at.* Develop open-ended questions that will uncover evidence of each behavior. Identify in advance a range of what good and bad answers look like, with simple but vivid descriptions along a spectrum (e.g., “Not a Fit” – “Good Fit” – “Great Fit”).
- ✓ Start questions with, “Can you tell me about a time when...?” or “Can you describe a situation where...?” or “Using an example from your career, can you describe your experience with...?”
- ✓ Only ask questions that will yield useful information that actually helps you differentiate low performers from high performers.

Questions to Stop Asking, Starting Today

- ✓ “Tell me about yourself.”
- ✓ “What are your strengths?”
- ✓ “What are your weaknesses?”
- ✓ Hypothetical questions and close-ended questions

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