



PROBING SELECTION INTERVIEW QUESTIONS

Six of the Best

Six of the Best Probing Selection Interview Questions

Here are six questions that work better than most in getting beneath the surface of the interview mask:

1. ***What has been your biggest failure in business to date?***

A good candidate will describe a 'failure' or disappointment and go on to explain the lessons learned and how he has reduced the likelihood of the same situation reoccurring.

2. ***What frustrated you most in your last job?***

Every job has frustrations but a candidate with initiative will follow up by telling you what they did to overcome these frustrations. It is not good enough to imply that the frustrations were accepted and the candidate should at least be able to explain the steps take to sort things out.

3. ***Tell me about an achievement in the last 5 years of which you are particularly proud.***

A good candidate should be able to refer to a specific achievement, back it up with numbers, statistics or behavioural evidence, and tell you how he did it.

4. ***Tell me about a difficult staff situation in the past 5 years that you handled particularly well.***

A good candidate would diagnose the problem, analyse the options and describe why a particular action plan was formulated. You are looking for someone who has good diagnostic skills and can bring out the best in people through systematic behavioural development.

5. ***Tell me about a difficult staff situation in the past 5 years that you handled badly and how you could have improved your handling of it.***

A good candidate should always be able to come up with an example and analyse what went wrong and then articulate the steps, in hindsight, he would take to manage the situation differently. The good candidate would impress with their ability to analyse and evaluate past performance.

6. ***If I called your last boss what would he say about you?***

A good candidate should have an informed perception of how he is rated by a previous line manager including a realistic idea of strengths and development opportunities. A good answer should display an awareness of the incremental nature of performance and it should include, say, 3 positive attributes with supporting evidence and say, 3 opportunities for further improvement with preferably some ideas on how this improvement will be achieved.