

Common Job Interview Questions (And Some Answers To Look For)

1. What motivates you?

Answer: *The interviewer should look for desirable workplace qualities. Ex. Being career driven, goal oriented, a team player, etc. Their motivations should fall in line with company goals and values.*

2. Why did you apply for this position?

Answer: *See if the interviewee have done their research and understand the role they've applied for. New hires should explain how the position aligns with their career goals and how both the company and themselves benefits if they were added to the team.*

3. Where do you envision yourself in five years?

Answer: *Look for honesty and authenticity. You want to see that the position can align with their professional goals and the companies' goals. How does hiring this person help foster mutual growth?*

4. What is your availability? What is your schedule?

Answer: *Does their answer align with both the interviewee and the companies needs?*

5. How would you deal with an unhappy customer?

Answer: *Does the interviewee express any details on how they appropriately dealt with similar situations in the past? Do they demonstrate the ability to handle stressful situations, empathy, as well as good listening and/or communication skills?*

6. Why do you believe you'll be a good fit for this position?

Answer: *The interviewee should demonstrate how their qualifications and experience sets them apart from other applicants and how they provide the most value.*

7. What are the best ways to provide great customer service?

Answer: *The interviewee should be able to show their understanding of customer service through their response and how their understanding could benefit the business.*

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1. Can you tell me about yourself?

Answer: This basic question can be used as a way to evaluate experiences the interviewee has gained in the past, what they are currently working on, how they bring value, as well as what they are working towards in the future.

2. Why did you leave your last job?

Answer: Did the interviewee leave for an acceptable reason? Do they have positive work values and does that reflect why they left their last job?

3. How did you hear about this position?

Answer: A question like this can be a great way to assess what channels the interviewees are coming in from.

4. What do you know about the company?

Answer: Did the interviewee do their research before applying?

5. How do you handle stress and pressure within the workplace?

Answer: Can the interviewee demonstrate their ability to have tracked their stressors and know how to deal with pressure in a healthy way?

6. How would your past employers at previous jobs describe you?

Answer: Perhaps the interviewee could quote a previous performance review. They should be able to name specific positive traits with examples for each and how it can fit into their role within the company.

7. Tell me about a challenge you had to overcome in the workplace. How did you solve it?

Answer: Interviewees should show experience in positive approaches to problem solving. They should show that they are proactive and competent.