

Job Interviews

job interviews tips and techniques, sample interview questions and answers

Job interviews are easier for the interviewers and the interviewees if you plan and prepare questions and answers, and use proper interviewing techniques. On this page are job interviews tips, samples of tough interviews questions, and answers, for interviewers and interviewees. There's also an outline of the the most effective way to recruit people for most jobs. Job interviews are critical to the quality of an organization's people. Good job interviews processes and methods increase the quality of people in an organization. Poor job interviews methods result in poor selection, which undermines organizational capabilities, wastes management time, and increases staff turnover. Here are some of the top interviews questions asked at interviews. Send your own tough interviews questions. (Tough interview questions should not place undue pressure on interviewees - the purpose of tough interview questions is to encourage interviewees to think about themselves and to give the interviewer clear and revealing information as to the interviewee's suitability for the job. The best tough interview questions are those which most help the interviewee to reveal their skills, knowledge, attitudes, and feelings to the interviewer.)

interviews tips - for interviewers

1. You must make notes of the questions you intend to ask - otherwise you'll forget.
2. Decide the essential things you need to learn and prepare questions to probe them.
3. Plan the environment - privacy, no interruptions, ensure the interviewee is looked after while they wait.
4. Arrange the seating in an informal relaxed way. Don't sit behind a desk directly facing the interviewee - sit around a coffee table or meeting room table.
5. Clear your desk, apart from what you need for the interview, so it shows you've prepared and are organised, which shows you respect the situation and the interviewee.
6. Put the interviewee at ease - it's stressful for them, so don't make it any worse.
7. Begin by explaining clearly and concisely the general details of the organisation and the role.
8. Ask open-ended questions - how, why, tell me, what, (and to a lesser extent where, when, which) to get the interviewee talking.
9. Make sure the interviewee does 90% of the talking.
10. Use 'Why?' often to probe reasons, thinking and to get to the real motives and feelings.
11. High pressure rarely exposes hidden issues - calm, relaxed, gentle, clever questions do.
12. Probe the cv/resume/application form to clarify any unclear points.
13. If possible, and particular for any position above first-line, use some form of psychometric test, or graphology, and have the results available for the interview, so you can discuss them with the interviewee. Always give people the results of their tests. Position the test as a helpful discussion point, not the deciding factor. Take care when giving the test to explain and reassure. Ensure the test is done on your premises - not sent in the post.

sample interviews questions and answers:

Question	Ideal Answer	Purpose of question
<p>What will you bring to the job/company if we employ you?</p>	<p>Imagine what your objectives will be if you were in the role, and orientate your answer towards meeting them, on time, on budget, and with style (especially to improve motivation and morale and to avoid unnecessary disruption and unhelpful side-effects).</p> <p>Try to focus on the particular priorities and requirements of the role, the targets and aims, (which means you need to ask what they are if your are not told) and also if possible, focus on working style and behaviour attributes that fit the preferences of the interviewer, since most interviewers prefer people like themselves.</p> <p>For example (assuming that the points illustrated are relevant):</p> <p>"I can see clearly that quick results are a priority - and that's something I'm good at generating, because I have good abilities and experience to interpret situations, and then a strong focus on activities which will achieve change and results in the necessary areas."</p> <p>"I'm diplomatic with people too, which means I can generally bring people along with me; if</p>	<p>This tough interview question is an opportunity for the interviewee to relate their strengths and capabilities to the priorities of the job function, and to the aims and priorities of the organization.</p> <p>The interviewee must therefore demonstrate an understanding of both sides of the question - the needs of the employer, and how to apply their own skills, capabilities, experience, style and strengths to the situation.</p> <p>It's a good question, and also a great opportunity to show how good you are, and how you will add positively to the mood and attitude of people you'll work with.</p> <p>This question invites good specific solutions and suggestions in response to stated organizational requirements.</p> <p>As such it will quickly show up the candidates who understand what's needed in the role and how to make it happen.</p> <p>Certain interviewers and situations will also be seeking indications of the candidate's personal style when working with others - notably whether the candidate will be an asset to</p>

	<p>needs be though I can be firm and determined enough to convince people who need a bit of extra encouragement."</p>	<p>the team in terms of motivation and morale.</p> <p>If you are the interviewer make sure you explain earlier in the interview what the situation requires in terms of results, parameters and attitudinal factors.</p>
<p>Tell me about the culture at your last company/employer.</p>	<p>If the past culture was good them explain how and why in terms that the interviewee is likely to identify with, for example:</p> <p>"The culture encouraged people to develop, grow, take responsibility. People were coached and mentored towards quality and productive effort. All of this helped me a great deal because I identify with these values, and respond to these opportunities."</p> <p>A good answer, in referring to a non-supportive culture would be to express the positive aspects (eg lots of freedom for me to take initiative, responsibility, find new ways to contribute, a free market allowing the good workers to naturally excel and develop reputation and internal working relationships, etc.)</p>	<p>The proper purpose of this tough question is to see how you interpret and explain culture, which provides an opportunity for you as the the interviewee to demonstrate how you feel about and react to whatever culture was in place. It's a potential trap for interviewees who would be negative and critical and apportion blame, eg 'the culture was not supportive and so it didn't help me to perform' (not a good answer). The culture question also invites comments from the interviewee about management style, and again is a trap for negative respondents who criticise their past boss (bad answer), rather than accentuate the positives and demonstrate positive behaviour in negative situations, which is a highly desirable trait.</p>
<p>Tell me about your life at College or University (or even your time in your previous job).</p>	<p>The question is an opportunity for you to demonstrate the qualities that the interviewer is seeking in for the job, so orientate your answer towards these expectations (without</p>	<p>A big open question like this in an interviewer is a huge opportunity or huge trap. It can be a tough question if not approached properly.</p>

	<p>distorting the truth obviously).</p> <p>In your answer, emphasise the positive behaviour, experience and achievements (ideally backed up with examples and evidence) which will impress the interviewer because of its relevance to the role requirements.</p> <p>The interviewer is looking for the same capabilities and behaviour in your college (or university or previous job) life that they want in the job.</p> <p>Your emphasis should be on your achievements, and how you achieved them, that are relevant to the job requirements.</p> <p>Interviewers with special interest in behaviour and personality may also use a question like this to assess your self-awareness and maturity, in the way you consider your answer and relate it to your own experience and development.</p>	<p>Interviewees should have the sense to refer to previous experiences that indicate capability and behaviour of the sort that the role requires.</p> <p>It's a trap for interviewees who look regretfully or negatively on past experiences, criticise or attribute blame, or display 'someone else's fault' attitudes.</p> <p>College and University are environments which provide lots of opportunity. Good applicants will be able to demonstrate that they have used the opportunity to learn and develop, whether their experiences were all positive and successful or not.</p>
<p>What do you want to be doing in 2/5/10 years time?</p> <p>Or:</p> <p>Where do you want to be in 2/5/10 years time?</p>	<p>It's not easy to answer this in terms of job expectation - no-one can realistically predict what job will be required in 5-10 years, let alone whether they will be right to do it, so I'd avoid specific job aims or claims, unless you actually have a very clear plan, and are seeking a job and career which clearly offers predictable and structured progression.</p>	<p>This is a common tough interview question, and it commonly trips people up into making over-ambitious claims about their future potential and worth. It highlights feelings of delusion, and a need for security if they exist.</p> <p>The question encourages the interviewee to think and express their plans and aspirations, future direction, needs and</p>

For most people and roles, which are largely unpredictable, this question is best and easiest answered in terms of the sort of **situation** you'd like to be in, which should reinforce all the other good things about yourself, for example:

"Making a more significant contribution to whatever organisation I'm working for. To have developed new skills, abilities, maturity - perhaps a little wisdom even. To have become better qualified in whatever way suits the situation and opportunities I have. To be better regarded by my peers, and respected by my superiors as someone who can continue to increase the value and scale of what I do for the organisation."

"I'd like more responsibility, because that's a result of personal growth and progression, and it's important for my personal satisfaction."

"I have no set aspirations about money and reward - if I contribute and add value to the organisation then generally increased reward follows - you get out what you put in."

"Long term I want to make the most of my abilities - if possible to build a serious career, but in this day and age nothing is certain or guaranteed; things can change. I'll do my best and believe that opportunities will

wishes. Some people find it more difficult to answer than others, depending on their personality.

Some people are able to plan and see clear steps along the way, which would be more commonly exhibited by people whose work involves this approach.

Job roles which require a higher level of adaptability and flexibility are unlikely to attract candidates who are meticulous planners.

The question is a powerful one because it prompts the interviewee to think and **visualise** about themselves and how they expect and want to change.

	<p>arise which will enable me to keep contributing, increasing my worth, and developing my ability in a way that benefits the organisation and me."</p> <p>Employers will respond well if they see that you are mature, independent, self-motivated; that you will make a positive and growing contribution, and that you understand that reward (financial, promotion, responsibility, etc) will always be based on the quality and value of your input.</p>	
<p>Give an example of when you had to settle a dispute between two individuals.</p>	<p>This depends on your relationship to the two people, so seek clarification if this is not clear, but broadly the aim is to first take any heat out of the situation by calming the individuals. Then firmly arrange a three-way discussion later in the day or an early opportunity in the future, in a suitable environment (closed meeting room), at which you can facilitate a proper discussion of the issues, so as to arrive at an agreed positive way of going forward or compromise. It's important to understand each person's standpoint and feelings, without agreeing with them, unless the argument concerns a clear breach of policy or wrong behaviour, in which case the transgressor should be counselled separately, after which the three-way meeting can be held to mend relationships. Arguments come in all shapes and sizes - a more specific</p>	<p>The interviewer is using this tough question to test the interviewee's experience and ability to diffuse conflict, and also to step back and take an objective view, rather than getting involved and taking sides, which is the natural temptation. Objectivity and facilitation are important skills of a good manager, and this question will identify whether the interviewee possesses them. This question will also put pressure on the interviewee's ability to manage people, because it provides a tricky people-management scenario.</p>

	<p>answer is possible in response to a more specific scenario.</p>	
<p>What is your ideal job?</p>	<p>Mindful of the trap possibilities, the interviewee would always do well to qualify the question by asking for a timescale (at what point in my career?) before answering. This shows that some consideration is taking place rather than a knee-jerk, and that the question is producing a serious response rather than a fanciful one.</p> <p>Aside from this, the best answer to the question, as for any interview question, is to use the opportunity to sell the strengths of the interviewee as a potential asset to the organisation. This would produce an answer that creates a picture of a loyal, results-orientated person, making a significant contribution to the organisation (status and level would depend on timescale). If the answer is poor it will trigger a probing follow up that puts pressure on the interviewee to justify a daft response. If the answer is impressive there probably won't be a follow-up as there's nothing to probe and the interviewer can move on. Wrong answers would include: 'boss of my own company' 'your job' 'the top salesman on half a mill a year' 'CEO of this company' (unless you can justify the claim) a pop star, a railway engine driver, a film star, etc Good answers would include: 'A manager or executive with this organisation</p>	<p>This is a good and tough interview question, and the answer would almost always trigger a more specific follow-up question, asking 'why?', and then probing the reasons for the choice. From the interviewer's standpoint, the question is open and vague, which for certain purposes (see the next para re traps) is a good thing. If the question is intended to elicit meaningful information about the interviewee's career plans, then some timescale should be attached (ie 'what would be your ideal job in 3/5/10 years time?')</p> <p>The question exposes interviewees who seek only personal gratification ('outputs') from a role (money, status, esteem, excitement, glamour, security, etc) rather than seeking opportunities to make best possible use of their effort, skills and experience, in contributing to the performance/quality/results of the organisation for which the role is performed ('inputs'). The question is a potential trap for people who are more concerned with what they get out of a job rather than what they put into it. Employers do not really want to recruit gratification-orientated people. These people are generally not self-starting nor self-motivating. The question also gives indications as to how realistically the interviewee sees</p>

	<p>in (function relative to experience and skill set) where I have the responsibility and accountability for using my skills and efforts to achieve great results, work alongside great people, and get a fair reward.' 'I'd like to become an expert in my field (state function if relevant), where I'm able to use my skills and abilities to make a real difference to the company's performance.'</p>	<p>themselves. Some people visualise highly fanciful and unrealistic jobs, which is a warning sign to a potential employer. Others visualise jobs that are clearly remote from the job being applied for, which indicates that some falsification or delusion is present.</p>
<p>Why do you want this job?</p>	<p>Reflect back the qualities required and job priorities as being the things you do best and enjoy. Say why you think the company is good, and that you want to work for an organisation like it.</p>	<p>Opportunity to sell yourself and show you understand what they're looking for in the role. Make sure you hit both of these hot buttons. It's a touch question if you've not prepared the answer.</p>
<p>What did you achieve in your last job?</p>	<p>Prepare a number of relevant examples and explain one (two or three if they're punchy and going down well). Make sure you feature as the instigator, or the factor that made the difference. Examples must lead to significant organisational benefits; making money, saving money/time, improving quality, anticipating or creatively solving problems, winning/keeping customers, improving efficiency.</p>	<p>Another tough question which will expose a lack of preparation or relevant experience. The question and answer show whether any achievements have been made, and what values are placed on work. Shows motive - whether process, results, accuracy, security, social, etc. Shows understanding of cause and effect, pro-active vs passive.</p>
<p>How would you approach this job? How would you do it?</p>	<p>Identify the two or three main issues and say how you'll deal with them, which shows you can focus on what's important. Likely to be planing and organising, ensuring all the communications and relationships are working well,</p>	<p>A tough question if the interviewee has not prepared. Shows if you've thought about what job requires and entails. Role and situation needs to have been explained well to enable a good response. Exposes people who can't</p>

	<p>reviewing and measuring activities and resources against outputs and improving where possible. Emphasise your personal strengths that are very relevant to the role requirements.</p>	<p>actually do the job.</p>
<p>What are your strengths?</p>	<p>Prepare three that are relevant to the requirements of the role. Be able to analyse why and how you are strong in those areas. Mix in some behaviours, knowledge and experience and well as skills, and show that you understand the difference. Style should be quite confidence rather than arrogant or over-confident.</p>	<p>Shows whether candidate has self-awareness, and can identify what strengths are relevant to role. Shows if candidate has thought and planned. A glaring omission if not planned as this is such an obvious question that everyone should be prepared for. Strengths should obviously relate to the needs of the employer and the role.</p>
<p>What are your weaknesses?</p>	<p>Start by saying that you don't believe you are actually 'weak' in any area. Acknowledge certain areas that you believe you can improve, (and then pick some relatively unimportant or irrelevant areas). If you must state a weakness these are the clever ones that are actually strengths: not suffering fools gladly; sometimes being impatient with other people's sloppy work; being too demanding; refusing to give in when you believe strongly about something; trying to do too much, etc, etc.</p>	<p>A tough question if answered without proper thought. A trap for the unsuspecting or naive. Will show up those who've not prepared as this is another obvious question to expect. Will also prompt follow-up questions probing what the candidate is doing to improve the weakness, which is worth preparing for also.</p>
<p>What would your references say about you?</p>	<p>Another opportunity to state relevant strengths, skills and behaviours.</p>	<p>Potential trap to draw out weaknesses - don't fall for it.</p>
<p>How do you handle tension/stress?</p>	<p>Say that you tend not to get tense or stressed because you plan and organise properly.</p>	<p>Exposes people who can't deal with pressure or don't recognise that lifestyle issues are</p>

	<p>Say you look after the other things that can cause stress - health, fitness, diet, lifestyle, etc. Talk about channeling pressure positively - thinking, planning, keeping a balanced approach.</p>	<p>important for good working. Exposes the misguided macho approach that stress can be good. It ain't.</p>
<p>What was the last book you read and how did it affect you?</p>	<p>Be honest, as the interviewer might have read it too. There's no shame in admitting to lightweight reading material if that's what you like - put it in context, why you read it, and give a positive result, whatever it is. Be able to give an intelligent reaction to what you've read. Don't be too clever or try to impress as nobody likes a smartass.</p>	<p>Will provide another perspective of the interviewee's personality that may not otherwise surface. Opportunity to demonstrate skills , aptitudes, special interests, self-development, analytical ability, self-awareness. May expose feelings or issues that can be probed further.</p>
<p>What does/did your father do for a living?</p>	<p>Tell the truth - be proud whatever he did. Don't be judgemental, ashamed or critical.</p>	<p>Exposes the over-protective and insecure. Can expose emotional hang-ups or triggers if any exist, which can then be probed further.</p>
<p>Tell me about a big challenge or difficulty you've faced; how did you deal with it?</p>	<p>Avoid anything deeply personal or seriously emotional unless you are in complete control of your feelings about it. Try to prepare an example that's work-related and relevant to the role.</p>	<p>Can expose emotional raw nerves or sensitivities. Opportunity to show proof of being able to achieve results in the face of difficulty. Is this person actually experienced are they just saying they are. (Experto Credite - Trust one who has proved it)</p>
<p>Tell me about something recently that really annoyed you.</p>	<p>Don't get trapped into admitting to a temper or loss of control. Say you tend to get more annoyed with yourself than with other people or other situations. Annoyance isn't very productive, so you tend to try to understand and concentrate on finding a way around a problem</p>	<p>Exposes hang-ups and style of management and communication. Exposes anyone who believes it's okay or even good to get cross with other people. It ain't.</p>

	or putting things straight.	
Give me some examples of how you have adapted your own communicating style to deal with different people and situations.	Prepare this as one of your strengths, as there's not a single job that won't benefit from good adaptive communication skills. Give examples of how you've been detailed and given written confirmation for people who need it. Give examples of how you verbally enthuse and inspire the people who respond to challenge and recognition. Think of other examples of adapting your style to suit the recipients. Give examples when you've had to be task-driven, process driven, people-driven, and how you change your style accordingly. A chance for you to truly shine.	Exposes single-style non-adaptive communicators, who don't understand or adapt to different people and situations.
Can we check your references?	Yes.	Exposes people who are not comfortable about having their references checked, in which case probe. Exposes people who've not had the foresight to organise an important controllable aspect of their job search, which is a bad sign.
What type of people do you get on with most/least?	Say generally you get on with everyone. Say you respond most to genuine, positive, honest people. If pressed as to people you don't get on with, say	Exposes hang-ups and prejudices. May prompt issues to probe, in which ask why.
Excellent answer - now can you give me an example that wasn't so good?	You may be hit with this if you're too contrived or clever, in which case give an example of something that didn't quite go so well, but make sure you present it positively and say what you learned from it. Don't	Will knock a lot of people off guard, and expose any tendencies to confront or argue.

	<p>try to stick to your guns and maintain that you're perfect - show a little human weakness.</p>	
<p>Give me an example of when you've produced some poor work and how you've dealt with it.</p>	<p>Don't admit to having produced poor work ever. Say you've probably made one or two mistakes - everyone does - but that you always do everything you can to put them straight, learn from them and made sure you'll not make the same mistake again.</p>	<p>A trap - don't fall in it.</p>
<p>What do you find difficult in work/life/relationships (etc)?</p>	<p>Pick a relatively irrelevant skill and say that you don't find it as easy as you'd like, so you're working on it (don't just make this up - think about it and be truthful). Don't own up to a weakness in an area that's important to the role. As with the weaknesses question, you can state certain difficulties because they are actually quite acceptable, even commendable, they'd include: suffering fools gladly, giving up an impossible task, tolerating unkind behaviour like bullying, having to accept I can't help certain big problems in the world, etc.</p>	<p>Another trap to expose weaknesses, and an opportunity to show strengths instead if played properly.</p>
<p>How do you plan and organise your work?</p>	<p>Planning and writing a plan is very important. I think how best to do things before I do them, if it's unknown territory I'd take advice, learn from previous examples - why re-invent the wheel? I always prioritise, I manage my time, and I understand the difference between urgent and important. For very complex projects I'd produce quite a</p>	<p>A great opportunity to shine and show management potential. Planning and organising is one of the keys to good work at any level so it's essential to acknowledge this. Exposes unreliable people who take pride in flying by the seat of their pants.</p>

	<p>detailed schedule and plan review stages. I even plan time-slots for activities that aren't in themselves organised, like thinking time, and being creative, solving problems, etc.</p>	
<p>How much are you earning?/do you want to earn?</p>	<p>Be honest about what you've been earning and realistic about what you want to earn.</p>	<p>Exposes unrealistic people. An opportunity to demonstrate you understand the basic principle that everyone needs to justify their cost. Extra pay should be based on extra performance or productivity.</p>
<p>How many hours a week do you work/prefer to work?</p>	<p>It varies according to the situation. I plan and organise well, so unless there's a crisis or unusual demand I try to finish at a sensible time so as to have some time for my family/social life/outside interests. It's important to keep a good balance. I start earlier than most people - you can get a lot done before the phones start ringing. When the pressure's on though I'm happy to work as long as it takes to get the job done. It's not about the number of hours - it's the quality of the work that you do; how productive you are.</p>	<p>Exposes the clock-watchers and those who attach some misplaced macho pride in burning the candle at both ends. Look for a sense of balance, with flexibility to go beyond the call of duty on occasions when really required.</p>
<p>Do you make mistakes?</p>	<p>Be honest. Yes of course on occasions, but I obviously try not to, and I always try to correct them and learn from them.</p>	<p>Anyone who says they don't make mistakes either isn't telling the truth, or never does anything at all. Whatever, a 'no' here is a big warning signal. (Ack. Linda Larkin)</p>
<p>(Follow above question with) - Can you share your mistakes with others?</p>	<p>Absolutely I can - I get the guidance I need, and it may help prevent others from making the same mistake.</p>	<p>Shows whether the person can take responsibility and guidance. A mature, positive approach to learning from mistakes is a great</p>

		characteristic. (Ack. LL)
How to do measure your own effectiveness?	By the results that I achieve, and that I achieve them in the most positive way. If there isn't an existing measure of this I'll usually create one.	Exposes people who are not results orientated - more concerned with process, relationships, airy-fairy intangibles.
How do you like to be managed /not like to be managed?	Be truthful, but express positively. I'm generally very adaptable to most management styles. In the past I've helped my bosses get the best out of me by talking to them and developing a really good understanding. I work best when I'm given freedom and responsibility to take some of the load off my boss's shoulders - they have enough to deal with. Do not respond to the negative and give any example of how you do not like to be managed.	Indicates ability to cooperate and manage upwards, also how management attention you'll need. Exposes potential awkwardness. Only the most experienced and capable managers will be seeking difficult dominant types, and only then for certain roles requiring a high level of independence and initiative.
What personal goals do you have and how are you going about achieving them?	Prepare for this - be able to state your personal and career goals - keep them reasonable, achievable and balanced. Explain how you see the steps to reaching your aims. An important part of achieving progress is planning how to do it. Be able to demonstrate that you've thought and planned, but also show that you are flexible and adaptable, because it's impossible to predict the future - the important thing is to learn and develop, and take advantage of opportunities as they come along.	Exposes those with little or no initiative. People who don't plan or take steps to achieve their own personal progress will not be pro-active at work either. People who don't think and plan how to progress will tend to be reactive and passive, which is fine if the role calls for no more, but roles increasingly call for planning and action rather than waiting for instructions.
How do you balance work and family/social	Say balance is essential. All work and no play isn't good for	Can expose those with outside interests that may prevail over

<p>commitments?</p>	<p>anyone, but obviously work must come first if you want to do well and progress. Planning and organising my work well, and getting results, generally means that I have time for my outside interests and there's no conflict.</p>	<p>work commitments (keen sports-people, etc., who cannot put work first.) Indicates whether the interviewee has balanced approach to life. Obsession with work to the exclusion of most else is not generally a good sign.</p>
<p>Why should we appoint you?</p>	<p>You have a choice here as to how to play this: you can either go for it strongly, re-stating your relevant strengths - behaviour, experience and skills, or you can quietly confidently suggest: I don't know the other applicants, so it would be wrong for me to dismiss their claims. However, I am sure that I have all the main attributes the role requires, which, combined with determination and positive approach, should ensure that I'd be a very good choice. (If management progression/succession is seen as a benefit then you must refer to your willingness to develop and take on greater responsibilities in the future.)</p>	<p>Pressure question - opportunity for interviewee to clearly and confidently stake their claim. Look again for the interviewee to state relevant strengths in behaviour, experience and skills. Look also for good eye-contact when pledging hard work, loyalty, determination, etc.</p>
<p>What can you do for us that other people cannot?</p>	<p>I don't know the other applicants, but generally I excel at . . . (pick your strengths that most fit with what they're seeking). Introduce some behavioural and style strengths as well as skills, and show you know the difference between them.</p>	<p>Pressure question, and one that enables the stars to shine. Look for awareness in the interviewee that they know what their relevant, even special, strengths are, and can link them to benefits that they would bring to the role.</p>
<p>Tell me about yourself.</p>	<p>You must rehearse this one. Have ready a descriptions of yourself and why you're like it. Don't just spout a lot of standard adjectives, say why</p>	<p>Will show whether applicant has self-awareness - a critical skill that not everyone possesses. Will also show if applicant can think and present a complex</p>

	you are like you are. Don't ramble on and tail off. make a few clear statements and finish.	case clearly and to the point. Also shows confidence and security levels, and 'grown-upness'.
What makes you mad?	Nothing really makes me mad - it's not a good way to deal with anything. Certain things disappoint or upset me - rudeness, arrogance, spitefulness (pick any obvious nasty traits or behaviours, particularly behaviours that you believe your interviewer will personally dislike too.)	Exposes poor self-control or unreasonable aversions, fears, and insecurities. Exposes lack of tolerance and emotional triggers. Clever interviewers may infer or encourage a feeling in the way they ask the question that it's okay to get mad. Don't fall for it.
What do you think of your last boss/employer?	Don't be critical. If possible be generous with praise and say why, giving positive reasons. If there was a conflict don't lie, but describe fairly and objectively without pointing blame.	Exposes back-biting, bitterness, grudges, inability to handle relationships. Exposes people who can't accept the company-line.
If you won a million on the lottery what would you do?	Probably save most of it, give some away, maybe a small treat for myself but nothing excessive. I could handle it I think because I'd always want to work, I'm quite sensible with money, maybe start my own business if I could be really sure to make a success of it.	Exposes the foolhardy, the irresponsible and the dreamers. Opportunity to demonstrate level-headedness, morality, work ethic, intelligence to know that money doesn't buy happiness.

group selection recruitment method

The Group Selection recruitment method offers several advantages over conventional one-to-one interviewing, which is a very difficult method of recruiting the right person. Group Selection recruitment enables a number of people from the organisation to observe a number of job candidates, as they go through a series of specially designed activities. Group Selection also offers the recruiting organisation an excellent opportunity to present the company and the job in a very professional way, thus appealing to and attracting the best candidates. Also, the unsuccessful candidates leave the process with a very positive impression of the organisation and

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the experience as a whole. Group Selection also enables the best people to show themselves to be the best, often working on real job-related scenarios, which removes much of the guesswork about people's true abilities. One-to-one interviews always favour the 'professional interviewee' types, who present very well, but then often actually fail to deliver - 'all mouth and trousers' as the expression has it.

Screening interviews are useful in short-listing candidates for group selections. For a senior job group selection, screening interviews and psychometric assessments are recommended to shortlist candidates.

Group selection activities are by far the most reliable way to see what people are really like, provided the process is carefully planned, managed and facilitated. If you'd like advice about Group Selection methods or designing a Group Selection day please get in touch