

Lesson: S114

Interview questions

Aim: to discuss interviews and interview questions

A. Questions candidates can ask a recruiter:

- Would you feel comfortable asking these questions (below) in an interview?
- Would you add any questions to the list below?
- If any seem too 'strong' can you rephrase them to make them more acceptable?

- a) What are your company's strengths and how do you capitalize on them?
- b) What are your company's weaknesses and how are you dealing with them?
- c) What changes do you anticipate in the industry?
- d) Where will the major sources of your business be in the next 5 years?
- e) How is worker performance measured and reviewed?
- f) Do you have a mentor program? How about formal training programs?
- g) What is your company's management style?
- h) Why do people leave? Why have you stayed with the company?
- i) Describe my initial assignments?
- j) If you hire me, what are the three most pressing issues you need resolved?

B. The following are ILLEGAL questions to ask a candidate in the USA:

- Do you think these questions are illegal to ask at interview in your country?
- Would you be happy to answer any of them?
- Do you agree they should be illegal?

Phone English

- What political party are you affiliated with?
- Do you go to church regularly? What's your religion?
- Are you currently married? Are you divorced? What is your sexual orientation?
- Are you in debt?
- What charities are you involved with?
- Do you drink?
- How many children do you have? Are you planning any?
- Do you have any health problems/disability? How much do you weigh?
Have you ever been convicted of a crime?
- How old are you?
- What does your father/mother do for a living?
- What is your IQ?

C. **Strange interview questions:**

- What's the strangest question you have been asked at interview?
- Pick 2 to answer from the questions below:

1. It is the 15th Century. How do convince the Pope that the Earth is round?
2. If I gave you an elephant, where would you hide it?
3. If you could ask anyone to dinner alive or dead, who would you ask?
4. Describe your best friend. How are you similar / different?
5. If you were a car, what car would you be and why?

D. **Discussion:**

Apparently, most interviewers make up their mind about a candidate in the first few minutes.

- Do you agree with the above statement?
- Is an interview the best way to really assess a candidate's suitability for a job and vice versa?
- Tell your teacher about the interview process for your current job

E. **Homework:**

Prepare to answer some typical interview questions from the following site for next lesson:

<http://www.career.vt.edu/JOBSEARCH/interview/questions.htm#Typical>