Interview Question Refresh

Traditional Interview Questions Because they're predictable and the answers are planned	Refreshed Interview Questions Because the candidate must think and respond in real time	What You'll Learn
What are your strengths?	These are our organizational values. Which speak to you and why?	Values are behaviors that equate to actions and provide insight into a candidate's daily behavior.
What are your weaknesses?	How do you communicate best?	Communication style determines fit.
Describe a success	Describe a collaborative work experience	Uncovers a candidate's ability to integrate in a group and their level of humility.
Tell me a little about yourself	What's the most creative thing you've done recently?	Insight into a candidate's thinking and level of risk tolerance.
What do you know about our organization?	From what you know about our organization, what would you improve?	Shows if candidate has researched the organization and can express opinions.
Describe your working style	How do you want to be remembered by your colleagues?	Insight into personal values.
Why are you leaving/have left your last job?	What's the next professional skill you want to build?	Shows candidate aspirations.
Talk about a failure you've experienced	What's the most difficult business decision you've had to make? Why?	Insight into decision making process.
What person had the most influence on your life?	Tell me about your worst boss	How candidate handles indelicate questions or sensitive topics.
Why do you want to work here?	If you could ask our CEO one question, what would it be?	Illustrates candidates interview preparation and level of curiosity.
How does your previous experience relate to this job?	What job characteristics connect your past roles? Or not?	Personal motivations, working style, working environment and purpose

"Oh. Before you leave, I wanted to ask .....'

1) **If you didn't have to work, what would you do?**
2) **What do you value most about working?**
3) **If you could change one thing about this job description, what would it be?**