

MOSAIC PERSONNEL

INTERVIEW QUESTIONS

General Questions—Learn more about your candidates with these questions:

- » What can you tell me about yourself?
- » What are your strengths?
- » What are your weaknesses?
- » Where do you see yourself in 5 years?
- » Why do you want to work here?
- » What do you do in your current role?
- » Why are you wanting to leave your current employer?
- » Can you explain your gap in employment?

Behavioral Questions—Recall past candidate experiences to predict future performance with these questions:

- » Can you give me an example of a goal you reached and how you achieved it?
- » How do you handle a challenge?
- » Have you gone above and beyond the call of duty? If so, how?
- » Describe a stressful situation at work and how you handled it.
- » How do you prioritize when you are working on multiple projects?

Situational Questions—Use these questions to focus on specific scenarios to discover candidate knowledge, skills, and behaviors:

- » Describe a situation where you had to work with a difficult manager/client/customer.
- » Describe a situation when you needed to take initiative.
- » Describe a work environment where you perform your best work.
- » If a subordinate is performing below average, what steps do you take to correct the problem?
- » What is the biggest professional challenge you have faced and how did you solve it?

11600 Broadway Extension Service Road, Suite 220 // Oklahoma City, OK 73114

405.858.8800 // MosaicPersonnel.com



Every Person Matters.