# Interview Questions to Ask Candidates

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## Culture/Company Fit

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| **Question** | **Candidate Response** |
| 1. Why do you want to work for our company in this role? What do you know about the company? |  |
| 2. Describe a situation where you went above and beyond in your role. |  |
| 3. How would you describe your leadership style? |  |
| 4. What motivates you to do your best work? |  |

## Personal Growth

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| **Question** | **Candidate Response** |
| 1. What are your career goals in direct relation to this job position? |  |
| 2. Name two of your top strengths and describe how you can use those strengths in this job role. |  |
| 3. How do you envision growth in your position? |  |
| 4. What motivates you to continue to grow in your career? |  |
| 5. What makes you uniquely qualified for this role? |  |

## Work Ethic/Process Approach

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| **Question** | **Candidate Response** |
| 1. How do you prioritize your daily tasks? |  |
| 2. Describe a project that you are proud of. How did you overcome any obstacles during this project? What was the outcome? |  |
| 3. Tell me about a time you've had to discuss a project scope change with a client or superior and the outcome of this discussion. |  |
| 4. What motivates you to be successful in your role? |  |
| 5. Do you prefer to work independently or within a team? How does this look? Describe your style of working with a team or on a group project. |  |

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## Skills-assessment

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| **Question** | **Candidate Response** |
| 1. Tell me about your skills in *(****insert crucial skill for the role***).  |  |
| 2. Tell me why your educational background and skills make you the perfect candidate for this position. |  |
| 3. Can you walk me through your resume and explain your employment background and how it relates to this position? |  |
| 4. What was it about the job description that caught your eye?  |  |
| 5. How do you organize a project to ensure you incorporate all needed information and ensure a timely delivery? |  |

## Candidate Expectation

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| --- | --- |
| **Question** | **Candidate Response** |
| 1. What are your salary requirements or expectations? |  |
| 2. What is your ideal work schedule? |  |
| 3. When will you be available to start? |  |
| 4. Do you have any questions for us? |  |