

# Interview Questions

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## Sample Opening Questions:

1. How is your day going? (or) How is your week going?
2. How easy was it to find our location? Did you have any challenges “getting here?”
3. How did you learn about this role? How did you get connected to our organization?
4. What, if anything, have you learned about our organization?
5. Why are you interested in joining our Team? What appeals to you about our organization?

## Generic Interview Questions:

1. What gives you energy about the work you do? (The Candidate’s Subject Matter Expertise)
2. Why did you choose the college, university and/or technical school you chose?
3. Did you ever envision yourself in this area?
  - a. What path did you take to get here?
4. Share an example of an effective leader/manager/coach that influenced you, took an interest in you and/or helped you grow/succeed.
  - a. What characteristics, skills and qualities did they possess that made effective?
5. Share an example of a leader/manager/coach you’ve encountered that was not effective and how you responded to /navigated the situation.
  - a. Knowing what you know now at this point in your life, would that affect how you responded?
6. When you become angry, irritated, frustrated or demotivated, what does that look like and how do you respond?
7. What types of people or communication styles do you find most challenging?
  - a. How do you respond?
8. Share a story of a relationship you have developed or a goal you have achieved that you find significantly rewarding.
9. Given the opportunity, what new activity would you like to try or what experience would you like to have?
  - a. Why and/or what motivates you to pursue your answer?
10. Describe what an effective team looks like and feels like and what working environment you prefer.

## Phrases to frame the question or dive deeper include:

- I’m curious...
- Help me understand...
- Share an example...
- Can you provide additional insight or perspective...