

When interviewing, the quality of your questions will help you get the answers you need to make the right decision. Here are some possible questions to ask or adapt to your needs.

### Personality

- **Tell me about yourself**
- What are you passionate about?
- **How do you like to spend your spare time?**
- Relate questions to aspects on their CV. E.g. I see you like cycling, tell me what it means to you.
- **What are your strengths? – What are you good at? Describe a time you used this and what was the outcome?**
- What is one area you would like to improve on? Give me an example of a time when you tried to accomplish something and failed.
- **What are three positive things your friends/colleagues would say about you?**
- Which subject did you enjoy most at college and why? (if candidate is a graduate)
- **What has been the best learning you have had from making a mistake?**
- Do you have a role model and what qualities do they have?
- **What motivates you? What has demotivated you?**
- What's your most successful story?

### Work

- **What work/job have you done?**
- What are your long-term career goals? or where do you see yourself in one year's time?
- **What interested you to apply for this job?**
- What do you think you can bring to this business?
- **What would you like to know about our company?**

### Experience

- **Describe a situation where you were under pressure to meet a deadline**
  - **What problems did you face?**
  - **What steps did you take?**
  - **What was the outcome?**
- Give me an example of the most difficult person you have had to deal with and how you handled the situation.
- **Tell me about when you have been part of, or led a team**
- Give me an example of something that went wrong and how you handled it?
- **Tell me about a time you received negative feedback and what you did with it?**
- Describe your relationship with your previous management
- **How do you rate yourself as a team player?**
- Describe how you have helped a team member?
- **What does customer service mean to you? Describe how you demonstrated this.**
- What might stop you coming to work?