THE HIRE TALENT
A TALENT ASSESSMENT COMPANY

Interview Questions
General Interview

Includes customer service, motivation, action orientation, and problem solving.

Motivation

- *Tell me a time you seized opportunities, grabbed something and ran with it?*
- *What do you find challenging, exciting, fun?*
- *Have you ever started something up from scratch?*
- *Where do you see yourself in five years? Ten years?*

Planning and Problem Solving

- *How do you manage your time? How do you organize your day? Have you ever missed a deadline?*
- *How much planning do you do before you decide to act?*
- *Tell me about a situation in which you had to adjust to unexpected change?*
- *What do you do when you are faced with an obstacle to an important project? Give an example.*

Composure and Customer Service

- *When was the last time you were treated exceptionally well as a customer?*
- *Tell me about a time you had to deal with unreasonable requests?*
- *Tell me about a conflict you handled well and one you didn't handle well.*
- *How do you go about establishing rapport with a new person?*

Interpersonally Savvy

- *What are your best and worst interpersonal skills?*
- *Tell me a time you changed your interpersonal style midstream because something wasn't working?*
- *Who are your most and least admired people and why?*
- *Tell me about a time when you received criticism?*
- *How do you disseminate information to other people? How do you decide what's important?*

Functional and Technical Skills

- *What are your best and worst technical skills?*
- *What do you like and not like to do at work?*
- *Tell me about a time you learned how to use a new software program.*

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"*I feel as though I have a ready consultant on my shoulder ready to assist and discuss with me any difficult choices that result from the results of the testing. They have this area nailed, and I am very satisfied and content with the system.*"

"*All of the people I have hired since going through the FACT-based Hiring System have been my top performers. The system has greatly improved my team!*"

"*I love the performance management software! It allows me to keep track of all my hires and their metrics in one place! We have been able to push our hiring process faster than ever before!*"

Scheduling Link

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