



**THE HIRE TALENT**  
A TALENT ASSESSMENT COMPANY

# Interview Questions Recruiter

*Perform activities in the human resource area. Includes employment specialists who screen, recruit, interview, and place workers.*

## Sizing Up People

- How skillful do you think you are at assessing potential employees? What process do you use to determine if candidates are a good fit?
- Tell me a time when your initial impression of someone was wrong.
- How do you assess a candidate's technical abilities if you do not have technical expertise?

## Recruiting

- Tell me about the last job you filled. Describe the exact process you went through to identify and attract high-performing candidates.
- Tell me about a time where you had to sell a candidate on a job at your company. What did you say to make them consider it? What was the outcome?
- Take me through the steps you take to build a talent pipeline. How do you ensure a diverse applicant pool?
- How do you stay current with the latest recruiting trends?
- What types of data do you use to measure success? What are your recruiting metrics?
- How do you determine what questions to ask during an interview?
- How do you ensure hiring managers have the appropriate HR training and knowledge? What information is critical for hiring managers to know about the recruiting process?
- Describe a difficult experience you had with a job candidate and how you handled it.
- What types of positions have you recruited? What are your most and least favorite positions to recruit for?
- Have you ever recruited anyone who wasn't qualified for the job?

## Communication and Planning

- Tell me about a time you had to deal with a demanding hiring manager.
- Tell me about a conflict you handled well and one you didn't handle well.
- Tell me about a time when you had to wait on others before beginning your project.
- You have a tight deadline to fill a job at your company, but you haven't found a qualified candidate for the position. What do you do?
- Tell me a time when you had to unexpectedly change the task you were working on.

## Technology

- What HRIS / ATS / talent management programs have you used?
- What processes/programs including social media have you used to recruit the passive job seeker?

## Hire A-Players Every Time You Hire

# BOOK YOUR FREE DISCOVERY CALL

“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](#)