



# Interview Questions

## What questions could I ask?

- What would you expect of me in this role?
- How will you measure my success in this role?
- What are the future plans for me / the role / the company?
- What are the opportunities for me / the role / the company?
- Which of your main competitors do you respect? For what reasons?
- What has the past growth / decline been based on?
- How do I compare to the other candidates?
- Do you think I can do the job? (a closed question for once!)



## Which questions should I prepare for?

We've pulled together a selection of common interview questions. These questions come up time and time again and although they are hardly original - you should prepare so that you answer them confidently.

- Why should we employ you?
- What made you apply for this job?
- What are your strengths and weaknesses?
- What would you do to be successful in this role?
- What skills do you think you need to be successful in this role?
- Where do you see yourself in 5 years time?
- What can you bring to our company?
- What are you looking for from us?
- Who do you sell to at the moment?
- Tell me about yourself...
- What's different about you?
- Why do you want to leave your current job?
- Why did you leave.....?
- Sell me that pen/cup... (be creative here!)
- What motivates / de-motivates you?
- What questions do you have?



## Interview Questions

### Competency based interview questions – some examples...

Many job interviews conducted today are competency based – looking to identify your skills, knowledge and attitudes. So they will ask you to give examples to demonstrate these. The job description will often give you some clear clues on what they are looking for, so make sure you review that prior to the job interview. Some typical competency based questions include:

- How do you handle customer complaints?
- Have you turned down a request from a customer? What was the reason?
- How do you balance between company interest and the interest of customers?
- Describe a situation when you had to convince others.
- How do you keep each member of the team involved and motivated?
- Do you consult with others before making a decision?
- Give an example of an effective/innovative solution you created to solve a problem.

### Other questioning techniques you may encounter!

There is another breed of questions where there are no right and wrong answers; they simply seek to test how you will react and can you provide a lucid and logical answer.

Some interviewers will try to unbalance you by asking emotive, strange, difficult or seemingly unrelated questions. They might not expect you to know the answer - they want to see if you can think on your feet.

- Why are manhole covers round?
- Should drugs be legalised?
- Should we accept the euro?
- What's your favourite curry?
- Or other weird and wonderful ones!

#### Need more help?

Don't forget to speak to your On Target Consultant who can assist you in preparing for your interview.