

Sample Job Interview Questions

What adjectives best describe you?

If I were to ask your former or current coworkers about you, what would they say?

What did you like most about your most recent job? What did you like least?

What changes or improvements did you try to make in a previous job?

In which areas would you most like to improve?

What things do you not like to do?

When have you been most satisfied in your life?

What motivates you to put forth your best effort?

What questions do you have for me? (Ask early.)

Tell me about a project or accomplishment that you consider to be the most significant in your career.

Where do you see yourself in terms of work/vocation in three years? Five years? How will this job help you get there?

Talk about a time that you took a risk and failed, and one where you took a risk and succeeded. What was the difference?

Discuss a specific accomplishment that you've achieved in a previous position that indicates you will thrive in this position.

Tell me about a time when things didn't go the way you wanted, like a promotion you wanted and didn't get or a project that didn't turn out how you had hoped.

If we're sitting here a year from now celebrating what a great year it's been for you in this role, what did we achieve together?

QUESTIONS FOR REFERENCES

1. How would you rate the candidate on a scale of 1 to 10? What would [he or she] have to do to be rated a [+1 from the ranking given]?
2. What kind of situation would you not hesitate to put the candidate in? What kind of situation would give you pause?
3. Provide an example of how the candidate raises the bar for [himself or herself] and for those around [him or her].
6. Would you rehire the candidate?

ALTERNATE INTERVIEW QUESTIONS

How would you handle this situation: you get a voice message from LabCorp saying a patient has been harassing them trying to get her lab results released without my consent.

How would you handle this situation: you get an angry email from a patient complaining that he can't get an appointment and threatening that he will post on all of the forums how unprofessional I am.

Describe a situation in which your work was criticized. How did you respond?

What do you like to do in your spare time?