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How to answer job interview questions star

While some job interviewers have a rather unusual approach to interview questions, most job interviews involve exchanging common questions and answers to interviews (including some of the most frequently asked behavioral interview questions). Here are some of the most common interview questions, along with the best way to answer them. If you're an interviewer, you should already know a lot: a candidate's RESUME and letter should tell you a lot, and LinkedIn and Twitter and Facebook and Google can tell you more. The interview aims to determine whether a candidate will be outstanding in the job, and that means assessing the skills and attitudes needed for the job. Does he have to be an empathetic leader? Ask about it. Should she make your company public? Ask about it. If you're a candidate, talk about why you took certain jobs. Explain why you left. Explain why you chose a specific school. Share why you decided to go to elementary school. Talk about why you took a year off to slip through Europe and what you got from experience. When answering this question, connect the dots on your RESUME so that the examiner understands not only what you did, but also why. Each candidate knows how to answer this question: Just choose a theoretical weakness and magically transform this flaw into a veiled force! For example: My greatest weakness is to absorb so much in my work that I lose all trace of time. Every day I look up and I realize everyone's gone home! I know I should be more aware of the clock, but when I love what I do I just can't think of anything else. So your biggest weakness is that you're going to put in more hours than everyone else? The better approach is to choose a real weakness, but one that you are working to improve. Share what you do to overcome this weakness. No one is perfect, but showing that you are willing to honestly just evaluate and then look for ways to improve comes pretty darn close. I'm not sure why interviewers ask this question; your CV and experience should make your benefits easily visible. Still, if you're asked, you'll give a sharp answer in place. Be clear and precise. If you're a big problem solver, don't just say yes: Provide a few examples, which can be about opening up, that prove you're a great problem solver. If you're an emotionally intelligent leader, don't just say it: Provide a few examples that prove you know how to answer an unsancted question. In short, don't just claim to have certain attributes - prove you have these attributes. The answers to this question go one of two basic ways. The candidates are trying to show their incredible ambition (because that's what they think you want) by providing an extremely optimistic answer: I want your job! Or they try to show their humility (because that's what they think you want) by providing a meek, self-deprecating answer: There are so many talented people here. I just want to do a great job and see where my talents take me. In case learn nothing, except possibly how well candidates can be sold. For interviewers, here's a better question: What job would you like to start? This question applies to any organization, because every employee in each company should have an entrepreneurial mental mindset. The job the candidate would like to start tells you about her hopes and dreams, interests and passions, the work she likes to do, the people she likes to work with - so just sit back and listen. Since a candidate cannot be compared to people he does not know, all he can do is describe his incredible passion and desire and dedication and ... Well, basically begging for a job. (Too many interrogators ask a question, and then sit, arms folded, as if to say: Go ahead. Listen. Try to convince me.) And you don't learn anything important. Here's a better question: What do you think I need to know that we haven't spoken? Or even if you could get a do-over on one of my questions, how would you answer that now? Rarely do candidates get to the end of an interview feeling they've done their best. Maybe the conversation went in an unexpected direction. Perhaps the examiner focused on one aspect of their skills and completely ignored other key attributes. Or maybe the candidates started the interview nervous and indecisive, and now they wish they could come back and better describe their qualifications and experience. In addition, think of it this way: Your goal as an interviewer is to learn as much as possible about each candidate, so don't you want to give them a chance to provide it for you? Just make sure you turn this part of the interview into a conversation, not a soliloquy. Don't just passively listen and then say, Thank you. We'll keep in touch. Ask follow-up questions. Ask for examples. And of course, if you're asked this question, use it as an opportunity to highlight things you haven't been able to touch. Job committees, general disclosures, online listings, job fairs - most people find their first few jobs that way, so it's certainly not a red flag. But a candidate who still finds every consecutive job from general jobs probably hasn't figured out what he wants to do -- and where he'd like to do it. He or she is just looking for a job, often, any job. So don't just explain how you heard about the opening. Show that you have heard of the job through a colleague, the current employer, following the company - show that you know about the job because you want to work there. Employers don't want to hire people who just want a job; they want to hire people who want a job at their company. Now go deeper. Don't just talk about why the company would be great to work with; talk about how the position is perfect for what you hope to achieve, both in the short and long term. And if you don't know why the position fits perfectly, look elsewhere. Life's too short. Here's an interview question that definitely requires a job-relevant answer. You say that your greatest achievement was to improve the promo by 18 percent in six months, but you are interviewing for a leading role in human resources, this answer is interesting, but ultimately irrelevant. Instead, talk about the underpercooked employee you rescued, or how you overcame conflicts between departments, or how many of your direct reports were promoted. The goal is to share the achievements that will allow the interviewer to imagine you in that position - and see that you succeed. Conflict is inevitable when a company is working hard to get things done. Mistakes happen. Of course, strengths come to the beginning, but weaknesses also get enough of heads. And that's okay. Nobody's perfect. But a person who seeks to push blame - and responsibility for rectifying the situation - is someone else's candidate to avoid. Hiring managers would rather choose candidates who focus not on blame, but on solving and solving problems. Every company needs employees who willingly admit when they are wrong, step forward to take ownership to solve problems and, most importantly, learn from experience. Three words describe how you should answer this question: relevance, relevance, relevance. But that doesn't mean you have to come up with an answer. You can learn something from any job. You can develop skills in any business. Work backwards: Identify things about the job you're interviewing that will help if you get your dream job one day, then describe how these things relate to what you're hoping for one day. And don't be afraid to admit that one day you might move on, whether you're joining another company or - rather - starting your own business. Employers no longer expect employees forever. Let's start with what you shouldn't say (or, if you're an interrogator, what are the specific red flags). Don't talk about how hard your boss is. Don't talk about how your job creates value - you will not just stay busy, you will stay busy doing the right things. Don't have your company's bad mouth. Instead, focus on the positives that the move will bring. Talk about what you want to achieve. Talk about what you want to learn. Talk about the ways you want to grow, about the things you want to achieve: explain how great the move will be for you and for your new company. Complaining about your current employer is a little like people gossiping: If you're willing to talk bad about someone else, you'll probably do the same to me. You may like working alone, but if the job you're interviewing for is a call center, that answer won't do you any good. So step back and think about the job you're applying for and the culture of the company (because every company has one, whether intentional or unaffiliated). If a flexible schedule is important to you, but the company doesn't offer it, focus on something else. If you love constant direction and support and the company expects employees to manage on their own, focus on something else. Find ways to highlight how the company's environment will do well for you - and if you can't find ways, don't take a job, a job. You'll be miserable. The aim of this issue is to assess the candidate's reasoning ability, problem-solving skills, judgment, and perhaps even willingness to take intelligent risks. Not 100th responder is a definite warning sign. Everyone makes hard choices, regardless of their position. My daughter worked part-time as a server at a local restaurant and made difficult decisions all the time - like the best way to deal with an ordinary customer whose behavior constitutes borderline harassment. A good answer proves that you can make a difficult analytical decision or decision based on reasoning - for example, going through reams of data to determine the best solution to the problem. An excellent response proves that you can make a difficult interper-people decision, or an even better but difficult, data-driven decision involving people-to-people considerations and consequences. Data-based decision-making is important, but almost every decision has an impact on people as well. The best candidates naturally weigh all sides of the problem, not just the business or human side exclusively. This is a difficult question to answer without immersing one in phrases. Try to share examples of leadership instead. Say: The best way to respond to that is to give you a few examples of the leadership challenges I faced, and then share situations where you dealt with the problem, motivated the team, worked through the crisis. Explain what you've done and it will give the interviewer a great sense of how you lead. And, of course, this allows you to highlight a few of your successes. No one agrees with every decision. Disagreements are in order. What matters is what you do when you disagree. (We all know people who like to have a meeting after a meeting, where they supported the decision at a meeting, but then go out and undermine it.) Show that you're professional. Show that you have expressed concern in a productive way. If you have an example that proves you can influence change, great - and if you don't, show that you can support the decision even though you think it's wrong (as long as it's not unathical, immoral, etc.). Every company wants employees to be honest and honest, to share concerns and issues, but to also get behind the decision and support it as if they agreed, even if they didn't. I hate this question. It's a total toss. But I asked him once and got an answer I liked very much. I think people would say that what you see is what you get, the candidate said. If I say I'm going to do something, I'm going to do it. If I say I'm going to help, I'm going to help. I'm not sure everyone likes me, but everyone knows I can count on what I'm saying and how hard I work. Ideally the answer to this should come from the employer: They should have plans and expectations for you. But if you are asked, use this general framework: you will work hard to determine how your job creates value - you will not just stay busy, you will stay busy doing the right things. You will learn how to serve all your constituents - your boss, your employees, your your customers and suppliers and suppliers. You will focus on what you do best - you will be hired because you bring certain skills and you will apply these skills to make things happen. You will make a difference - with customers, with other employees, bring enthusiasm and focus and a sense of dedication and teamwork. Then just a layer in the specifics that are applicable to you and the job. Many companies consider cultural fit to be extremely important, and they use outside interests as a way to determine how you fit into the team. Still, don't be tempted to fib and claim to enjoy hobbies not. Focus on activities that indicate some kind of growth: the skills you're trying to learn, the goals you're trying to achieve. Weave those with personal information. For example, I raise a family, so a lot of my time is focused on that, but I use my travel time to learn Spanish. This is hard. You want to be open and honest, but frankly, some companies are asking the question as an opening move in the wage negotiations. Try the approach recommended by Liz Ryan. When asked, say, I'm focusing on \$50,000 jobs. Is that position in that range? (Honestly, you should already know - but this is a good way to turn.) Perhaps the interviewer will respond; Maybe it won't. If he presses you for an answer, you'll have to decide whether you want to share or demur. Ultimately your answer won't matter too much, because you'll either accept the salary offered or you won't, depending on what you think is fair. Questions like these have become much more popular (thank you, Google) in recent years. The examiner does not necessarily require the correct answer, but a small insight into your reasoning abilities. All you can do is talk through your logic while trying to solve the problem. Don't be afraid to laugh at yourself if you make a mistake - sometimes the examiner just tries to gauge how you deal with failure. Don't waste this opportunity. Ask smart questions, not only as a way to show that you are a great candidate, but also to see if the company is good for you - at the end of the day, they interview you, but you also interview the company. If you are not asked this question, ask it yourself. Why? The big contenders want to hit the ground running. They don't want to spend weeks or months getting to know the organization. They do not want to spend huge portions of time in orientation, in training or in a futile search for back-to-back feet. They want to make a difference -- and they want to make that difference right now. Great candidates also want to be great employees. They know that each organization is different - as well as the key qualities of top performers in these organizations. Maybe your best performers work longer hours. Maybe creativity is more important than methodology. Perhaps the constant landing of new customers in new markets is more important than building long-term customer relationships. Perhaps the key is willingness to spend the amount of time educating the entry-level customer to help an enthusiast who wants state-of-the-art equipment. The big contenders want to know, because 1) want to know if they're going to fit in, and 2) if they fit in, they want to know how they can be top performers. Employees are investments, and you expect a positive return on salary from each employee. (Otherwise why do you have them on your payroll?) In any business, some activities make a bigger difference than others. You need your HR team to fill jobs, but what you really want is for them to find the right candidates, as this results in higher retention rates, lower training costs and better overall productivity. You need your service technologies to perform efficient repairs, but what you really want is for these technologies to identify ways to solve problems and provide other advantages - in short, to build customer relationships and even generate additional sales. The big candidates want to know what really makes the difference and drives the results, because they know that helping the company succeed means they will succeed as well. Is the job the candidate will fill important? Does this job matter? Great candidates want a job with meaning, with a greater purpose - and they want to work with people who approach their jobs in the same way. Otherwise, work is just business. Employees who love their job naturally recommend their company to their friends and peers. The same goes for people in leadership positions - people naturally try to bring in talented people they've worked with before. They built relationships, developed trust and showed a level of competence that made someone sneak out to follow them into a new organization. And all this speaks incredibly well of the quality of the workplace and culture. Every business faces a major challenge: technological change, competitors entering the market, changing economic trends. It's rare for Warren Buffett's moats to protect a small business. So while some candidates may see your company as a springboard, they still hope to grow and progress. If they end up leaving, they want it to be on their terms, not because you were forced out of your job. Let's say I'm interviewing for a spot in your ski shop. Another store opens less than a mile away: How do you plan to deal with the competition? Or run a poultry car (a huge industry in my area): What will you do to cope with rising food costs? Great candidates don't just want to know what you think; want to know what you plan to do and how they will fit into these plans. Plans.