

Interview Questions

Intent

What attracted you to applying for this position?

PAUSE

The soft starter question. The hope is that you get something better than, “I don’t know.”

If you got to have a long weekend, let’s say we closed the office on a Friday, how are you going to spend it?

Dig Question #1 – Intended to set the precedence that you want in depth answers.

Great Answer: Oh great, tell me more....

Mediocre Answer: Cling to a key word and ask a deeper question.

Lame Answer: Acknowledge the answer, then create a stipulation that causes them to go deeper.

You just got \$20k cash. You could do anything you want with it but by the end of the month any cash in your hand you would have to return. What would you do with the cash?

Dig Question #1 – Intended to set the precedence that you want in depth answers.

Great Answer: Oh great, tell me more....

Mediocre Answer: Cling to a key word and ask a deeper question.

Lame Answer: Acknowledge the answer, then create a stipulation that causes them to go deeper.

If you could give some advice to your previous employer what would it be?

In this answer you are looking for issues that they had with their previous employer. A good answer would be a mature way of handling the issues. Because seriously, we all have issues with others, how it is handled is what makes some great.

What have been tasks that you have been given at previous jobs that you were really good at?

Here is a little deeper dive on the old, “Tell me your strengths,” question. This allows for actual tasks rather than characteristics as part of the answer.

What tasks did you dislike doing at your previous job?

An honest human has dislikes. Here you are hoping they have a dislike but recognize that it's part of the job. I don't want to take time to brush my teeth every day, but I can't go around with bad breath.

Be cautious of those who start bad-mouthing management.

Tell me something you have done in the past that you are proud of.

PAUSE

Do not elaborate. See where their mind goes. This might be something that is work related, from their childhood, part of their personal life. This is a question that can give you a lot of insight.

What type of impact did you make at your previous job?

Similar to the questions before it, as making an impact will often make one proud, but this question is likely to spark a different conversation as it is only reflecting on work.

Why are you planning on leaving your current position? Or why did you leave your last position?

Pay attention to the level of respect that they speak about their previous employer. Don't be afraid to dig.

Describe your ideal work environment.

There is really not a wrong answer here, what you are looking for is if there are characteristics that they bring up that is something your office offers. This also allows for you to see how they

The dress requirements in this position are _____. Tell me about the attire requirements in your previous position?

Pause and let answer.

How do you feel about the dress requirements at our office?

This conversation up front is important. It is painful to see candidates arrive for an interview looking like a million bucks; then for the first day, looking like the plane ride back from a weekend in Vegas.

Feel free to dig into this question. Do's and Don'ts and

What qualities do you believe you can bring to this position to enhance our office?

Whether they know a lot about how an eyecare office is run or not, they should be able to speak about their qualities that have enhanced the position in previous employment.

The hours for this position are _____ how does this compare to your previous position?

PAUSE

How does this schedule work for you? What are scheduling issues that you foresee?

This is where you might get some information about home life that we are not at liberty to ask directly. It will also let you get a verbal commitment of the scheduling expectation.

Outline the process you use to set goals.

If they have no process to set goals, then they might not be the motivated or oriented personality you are looking for. The most ideal answer would be those that describe how they layout goals and set small tasks to move them closer to the goal. Some may even explain rituals for goal review....yesssss!

What would you like to do differently at your new job?

If the answer is one of hope and excitement of things to come, this is a great sign.

If they take this opportunity to bash on previous employment, this could be a negative sign.

How do you handle job training if it is going poorly?

PAUSE

They will likely reflect upon a poor experience from the past. Again, your main focus is all about how they would handle it.

Tell me about something irritating that co-workers have done around you in the past?

PAUSE

How did you handle that behavior?

Having to work in an office creates moments of inevitable conflict. You can see what types of things irritate them and see if this is a poor or quality trait.

What was the last movie that made you a little emotional?

Some will say they don't watch movies; a few will just rattle off the last movie they saw whether it was emotional or not. But some will share something truly insightful about a movie that touched them and speak passionately about it making themselves vulnerable by sharing in this way. Candidates that can show vulnerability in this way can be engaging and communicative employees.

Layout perks and benefits of the employees at your office.

If you made it this far and still like this candidate, they might be looking around. Remember you are selling the position too. Make your office look desirable. Hours, paid vacations, perks, meetings, lunches, benefits, annual freebies, etc.

What hourly rate do you feel your work is worth at this position?

Some will answer with a straight number. Others will opt to wait for an offer. Some will say their worth as being far above the going rate, but still answer with what a fair rate would be. This is just all for your notes.

Any questions that they have for you.....

This is an opportunity to see if they have done some homework. And a great way to get lost in good conversation.