

# **Lame Job Interview Questions**

Interviews should allow the interviewer to 1) find out as much as possible about what the candidate knows, 2) learn how work skills have been applied in work situations and 3) determine where a candidate's aptitudes lie----defining the path of future growth and development. Adjusting commonly asked questions:

**1. Don't Ask: Why do you want to work here, or why do you want this job?**

**ASK: What particular skills or experiences make you the best match for this position?**

This question will give the candidate the opportunity to highlight things they found to be important from their research and how they might fit into the organization.

**2. Don't Ask: What was the worst thing about your last job?**

**ASK: What would your most difficult past internal/external past client say you could do to improve? Or, What aspects of your previous position did you find most professionally challenging?**

This will give an idea of how the candidate deals with difficult workplace situations or challenging tasks as well as how proactive they were in addressing identified issues.

**3. Don't Ask: What are your greatest weaknesses?**

**ASK: What kinds of professional development would make you a more-effective worker? Or, What areas of training would your past supervisor say you would benefit from the most?**

This gives the candidate an opportunity to provide self-assessments of skill gaps in an environment where they're displayed and gives the candidates the opportunity to see how their supervisor's developmental philosophy has affected their professional development.

**4. Don't Ask: Where do you see yourself in five years.**

**ASK: Where does this position fall along your career path?**

This question will give the candidate an opportunity to speak about the skills and experiences that have prepared them for the responsibilities of this position and gives the interviewer an idea of what goals they're looking to achieve.

These question changes give the candidate an opportunity to truly give meaningful answers regarding their skills and career goals. In today's environment, candidates are being coached on how to answer every question. It's time we all conducted more open interviews that allow us, as recruiters, to make a great match.