

Interview Questions

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..WHY DID YOU LEAVE YOUR LAST JOB?

...THE COMPANY RELOCATED AND DIDN'T TELL ME WHERE.

Questionable Questions

- What would you do if I gave you an elephant?
- If you were a tree, what kind would you be, and why?
- What do you think of the artwork in this room?

The best way to predict how someone will perform in a job is to collect and examine specific examples of how the person has performed in the past.

Behavior-Based Questions

- Positive Response

- Tell us about a time when you needed to complete several things at the same time. What did you do to get the work done?

- Negative Response

- Tell us about the most recent time your work was criticized or critiqued and corrections were expected. Did you agree? What was the outcome?

S

SITUATION

**SET THE
SCENE**

T

TASK

**DESCRIBE
THE
PURPOSE**

A

ACTION

**EXPLAIN
WHAT
YOU DID**

R

RESULT

**SHARE
THE
OUTCOME**

STAR Chart

Situation/Task	Action	Result
Lots to do to get store ready	Prioritized restocking and cleanup	Store fully stocked, clean when open
2 people called in sick	Did lower priority tasks throughout the day	
More prep than usual		

Stay Out of the “Woulds”

- Interviewer
 - How would you handle...?
 - What would you do if....?
- And their candidate
 - In that case I would....
 - What I would do is.....

IKEA Job Interview

