

SAMPLE INTERVIEW QUESTIONS

Here is a sample of the types of questions we typically ask candidates. We use the first list of questions to help us consider whether a candidate is a good fit for our *culture*. The second list helps us assess their *talent and aptitude*.

While some of the questions are not explicitly about purpose, values, talents, or aptitude, they are sometimes the most useful questions for helping assess for fit.

PURPOSE, VALUES, & CULTURE QUESTIONS

1. Do you have friends at work?
2. When will we hear you laugh?
3. Tell us about a time when someone said something that really bothered you. What was your response?
4. What annoys you at work? What makes you happy at work?
5. Tell us about a time when you received feedback that was difficult to hear.
6. When you read our statement of values, what stands out to you? Why?
7. Please provide examples of how you align with our values.
8. Our organization's purpose is to _____. How does that connect with what you care about?

TALENT & APTITUDE QUESTIONS

1. What kinds of activities or roles come easily for you?
2. What types of things do you learn quickly?
3. What was your favorite course or area of study in school? What did you like least?
4. When you look back at the end of a work day or week, what makes you feel good about what you accomplished?
5. As you think about your last position, what kinds of work tasks or responsibilities did you like the least?
6. What activities or roles bring you a sense of satisfaction?
7. What do your friends or family members appreciate about you?
8. What are your hobbies and interests?