

Hire Me for the House-Interview Questions

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(David Palmer/Univ. of Nebraska at Kearney Professor and Selection Interview Expert) Take the different aspects of the job and just produce questions related to it. Or scenarios that they may be able to encounter on the job. Occasionally people haven't, they're interviewing for a job, they've never done that type of work before. They may be qualified, they may be trainable to do it. So we may not be able to ask them a question specific to the job, but we can at least come up with a question that taps into what we're looking at. We tried to come up with some questions that anyone could answer whose thought about the position and is qualified for the position, without giving too much of an advantage to the incumbent.

(Mike Tobias/Reporting) Somebody is sitting at home, watching the candidates respond to these questions, what other types of things should they be watching for? (David Palmer/Univ. of Nebraska at Kearney Professor and Selection Interview Expert) The thoughtfulness that went into the questions. Are they understanding all the different aspects of the job. Are they thinking deeply about the different aspects of it?

(David Palmer/Univ. of Nebraska at Kearney Professor and Selection Interview Expert) You can certainly read a lot out of their tone, their non-verbal behavior, are they fidgety, are they nervous. I think if they really stumble over a question quite a bit, maybe they're not as prepared, and that can tell us something too, if someone hasn't prepared well for the interview, then maybe they're not taking it as seriously or they don't really understand all the different aspects of the job if they haven't thought through all the different ramifications of it. Future performance is uncertain, so we're not going to be able to predict with 100 percent accuracy, but that's our goal.

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