

HR Interaction Questions with Motivation & Spirit by TA Partner

1. Understanding of CureMD

Question: “What do you know about CureMD?”

Motivation & Spirit:

Checks research effort, seriousness, and awareness of the company’s mission and impact.

2. Professional & Academic Journey

Question: I have your resume here, but I’d love to hear from you in your own words. Could you please walk me through your professional and academic journey, and share how your experience aligns with this role at CureMD?

Motivation & Spirit:

This helps assess the candidate’s self-awareness, storytelling ability, and how well they can connect their background to the role. It encourages authentic responses instead of rehearsed resume reading.

3. Reason for Job Switching

Question: Could you explain your reasons for switching jobs in the past? What were you looking for each time you made a change?

Motivation & Spirit:

Understanding the motivations behind job changes reveals if the candidate is growth-oriented, adaptable, or if there may be red flags, such as a lack of commitment or issues with work environments.

4. What aspects of your current or past roles have you genuinely enjoyed the most?

Question: What is one aspect of your current job that you particularly enjoy or value?

Motivation & Spirit:

This uncovers what drives and motivates the candidate, giving insight into what kind of work or culture they are likely to thrive in at CureMD.

5. Demonstration of Key Skills

Question: Can you share a specific example where you demonstrated [mention relevant skill/qualification from their profile]? How did that impact the outcome?

Motivation & Spirit:

To validate claimed skills with real-world examples, testing practical application and results-oriented thinking.

6. Cultural & Growth Expectations

Question: What type of company culture and work environment do you thrive in? What are your expectations for professional growth and development, both for yourself and from CureMD?

Motivation & Spirit:

Ensures alignment between the candidate's preferences and CureMD's environment, helping predict long-term fit and engagement.

7. Enjoyment & Passion

Question: What do you find most fulfilling or enjoyable about your current role or responsibilities?

Motivation & Spirit:

Identifies genuine passions and strengths, aiding in placing candidates where they will be most motivated and productive.

8. Motivation to Move On

Question: You've been with your current employer since when? What would be your primary reason to consider a new opportunity?

Motivation & Spirit:

Explores deal-breakers or dissatisfaction that might affect future commitment and helps understand if CureMD can meet those needs.

9. Conditions for Staying Long-Term

Question: What working conditions or support would encourage you to stay at CureMD for the long term?

Motivation & Spirit:

Reveals key retention factors and if CureMD's policies and culture can realistically meet candidate expectations.

10. Strengths & Areas for Improvement

Question: What do you consider your key strengths? What is an area you're actively working to improve, and how are you addressing it?

Motivation & Spirit:

Tests self-awareness, honesty, and growth mindset—critical traits for ongoing development and team collaboration.

11. Future Plans & Mobility

Question: Do you have any plans to relocate or work abroad in the next few years? Where do you see yourself professionally in the next 3 to 5 years?

Motivation & Spirit:

Assesses long-term alignment with CureMD and candidate's career ambitions or mobility constraints.

12. Personal Support System

Question: Could you briefly share about your family or personal support system?

Motivation & Spirit:

Gently probes personal stability and external factors that may influence job performance or commitment, with respect for privacy.

13. Work Location Preferences

Question: Are you comfortable working onsite at our office location? What are your preferences or constraints regarding remote work or commuting?

Motivation & Spirit:

Clarifies logistical fit and realistic expectations regarding work mode, which are key for satisfaction and productivity.

14. Compensation & Notice Period

Question: What is your current salary? What are your salary expectations for this role? What is your notice period with your current employer?

Motivation & Spirit:

A practical question with a logistical purpose: ensuring mutual alignment on financial expectations. While money isn't everything, misalignment here can derail the hiring process later. It's also a cue for transparency, confidence, and clarity from the candidate.

We're not just asking to negotiate; we're asking to respect everyone's time and avoid mismatched expectations down the road

15. Motivation & Alignment:

Question: What attracted you to apply for this role at CureMD?

Motivation & Spirit:

To understand the candidate's genuine interest and enthusiasm for CureMD specifically, not just a generic job search. This helps identify alignment with company values and long-term commitment potential.

Question: *How do you stay motivated during challenging times or projects?*

Motivation & Spirit:

To gauge resilience, perseverance, and intrinsic motivation. It reveals how the candidate deals with setbacks and maintains productivity under pressure.

16. Team & Collaboration:

Question: *Can you describe a time when you worked closely with a team and how you handled conflicts?*

Motivation & Spirit:

To assess interpersonal skills, emotional intelligence, and cultural fit. Understanding how the candidate navigates team dynamics and resolves conflicts is key to ensuring smooth collaboration.

Question: *How do you prefer to receive feedback?*

Motivation & Spirit:

To reveal the candidate's openness to learning and growth, and to understand communication preferences that impact manager-employee relationships and team synergy.

Adaptability & Learning:

Question: *Can you share an experience where you adapted quickly to change?*

Motivation & Spirit:

To check flexibility, problem-solving ability, and mindset in a dynamic work environment, critical for thriving in a fast-evolving industry like healthcare technology.

Question: *How do you keep your skills updated?*

Motivation & Spirit:

To gauge the candidate's initiative and commitment to continuous learning, which indicates their potential for growth and staying relevant in their field.

17. Integrity & Red Flags:

Question: *Have you faced an ethical dilemma at work? How did you handle it?*

Motivation & Spirit:

To evaluate the candidate's integrity, decision-making process, and alignment with CureMD's ethical standards. This helps identify trustworthy and principled individuals.

Question: *Have you ever experienced burnout? How did you manage it?*

Motivation & Spirit:

To understand the candidate's self-awareness regarding work-life balance and their coping mechanisms. This insight helps predict long-term sustainability and well-being on the job.

17. Commitment Check

Question: "Do you have any plans to pursue a Master's degree or relocate abroad soon?"

Motivation & Spirit:

This question gently tests long-term availability and potential attrition risks. It's not meant to discourage growth or dreams — rather, it's about transparency. If someone plans to move abroad or resume studies soon, they may not be the best long-term investment for a role that requires training, ramp-up time, and continuity. It also helps to understand how CureMD can or cannot support the candidate's aspirations. It's about balancing organizational needs with candidate ambition; both matters, but we need clarity to make it work.

Question: "Where do you see yourself in the next 2–3 years?"

Motivation & Spirit:

A forward-looking question that reveals career ambition, planning, and alignment. We're checking whether the candidate's near-future goals are realistic and if CureMD is a logical part of that journey. It also hints at how driven they are and whether they are looking for a short-term stop or a longer-term opportunity.

18. Achievements & Drive

Question: “What are some of your proudest achievements — both personal and professional?”

Motivation & Spirit:

This question digs deep into the candidate's values, what they take pride in, and what motivates them. Personal achievements reveal character, while professional ones reveal capability. This allows interviewers to gauge grit, ownership, and resilience. It also highlights if they're intrinsically motivated or driven by external validation. The most revealing answers often aren't flashy; they're honest and show heart, responsibility, or overcoming adversity. *(Highlights ambition, grit, and holistic profile.)*

19. Compensation

Question: “What is your current and expected compensation.

Motivation & Spirit:

A practical question with a logistical purpose: ensuring mutual alignment on financial expectations. While money isn't everything, misalignment here can derail the hiring process later. It's also a cue for transparency, confidence, and clarity from the candidate.

We're not just asking to negotiate; we're asking to respect everyone's time and avoid mismatched expectations down the road

HR Interview — Dynamic Script Flow & Decision Tree

Start: Introduction

- “Hi [Candidate Name], I’m your CureMD Interview Bot. I’ll be asking a few questions to understand your background, skills, motivations, and fit for our culture. Feel free to answer openly.”
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Step 1: Professional Background

Q1: Walk me through your professional and academic journey and how it relates to this role.

- **If the answer is clear and detailed,** → Proceed to Step 2
 - **If vague or very brief** → Ask: “Could you share a specific project or achievement you’re proud of during your career?”
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Step 2: Job History & Stability

Q2: Can you explain your reasons for switching jobs in the past?

- **If frequent switches or unclear reasons** → Probe: “What did you learn from those transitions?”
 - **If stable or growth-driven** → Proceed to Step 3
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Step 3: Current Role Insight

Q3: What do you like most about your current job?

Q6: What do you find most enjoyable in your current responsibilities?

- Merge responses to get a sense of motivation and passion.
 - **If responses indicate strong passion** → Proceed
 - **If neutral or negative** → Probe: “What motivates you most at work?”
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Step 4: Skill Validation

Q4: What tools have you used and what would you rate your proficiency in using those tools?

- **If example provided** → Follow-up: “What was the outcome and impact?”

- **If no example** → Ask: “How would you approach a situation requiring this skill?”
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Step 5: Cultural Fit & Growth

Q5: What type of culture and growth opportunities do you look for?

- **If aligned with CureMD culture** → Proceed
 - **If misaligned or vague** → Probe: “What would be a deal-breaker for you in company culture?”
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Step 6: Motivation to Move On

Q7: What would make you consider leaving your current role?

- **If clear and reasonable** → Proceed
 - **If unclear or overly negative** → Probe: “What challenges have you faced at your current job?”
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Step 7: Retention Factors

Q8: What working conditions would encourage you to stay at CureMD long-term?

- **If aligned** → Proceed
 - **If unrealistic expectations** → Clarify CureMD’s environment and ask if that fits.
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Step 8: Strengths & Weaknesses

Q9: What are your strengths and an area you’re working to improve?

- **If demonstrates self-awareness** → Proceed
 - **If evasive or defensive** → Probe gently: “Can you share a recent example of growth?”
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Step 9: Future Plans & Mobility

Q10: Any plans to relocate or work abroad? Where do you see yourself in 3-5 years?

- **If plans align with CureMD’s growth and location** → Proceed
- **If plans conflict** → Discuss possible implications

Step 10: Personal Support System

Q11: Could you briefly share about your family or support system?

- **Use to assess personal stability and work-life balance**
 - **If concerns arise** → Probe: “Do you foresee any challenges balancing work and personal life?”
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Step 11: Work Location Preferences

Q12: Are you comfortable working onsite? What about remote work or commute?

- **If fits CureMD’s requirements** → Proceed
 - **If not** → Discuss flexibility or concerns
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Step 12: Compensation & Notice Period

Q13: What is your current and expected salary? What is your notice period?

- **If within budget and timelines** → Proceed
 - **If not** → Discuss potential alignment or constraints
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Additional Probes (Triggered Based on Prior Answers or Gaps)

Motivation & Alignment:

- What attracted you to CureMD?
- How do you stay motivated during challenges?

Team & Collaboration:

- Describe a time you handled team conflicts.
- How do you prefer to receive feedback?

Adaptability & Learning:

- Share an experience adapting to change.
- How do you keep your skills updated?

Integrity & Red Flags:

- Describe an ethical dilemma you faced.
 - Have you experienced burnout? How did you manage?
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Closing

- “Thank you for sharing. Do you have any questions for me about CureMD or the role?”
- “We will review your responses and get back to you soon.”

CureMD Final Interview: Personal Experience Round with Director HR

Goal: This round is designed to explore who the candidate is *as a person*, not just as a professional. It's about understanding their journey, self-awareness, motivations, emotional intelligence, interpersonal fit, and how they could contribute to CureMD's culture.

Question: "Let's start with your academic background. I see you graduated from _____. Could you tell me a bit about your journey through university — why you chose your field, and how it shaped you?"

Motivation & Spirit:

This sets the tone for a reflective conversation. It's not just about degrees, it's about the decisions, interests, and influences that brought them into their profession. It also reveals early motivations and whether they pursued a field with intention or by chance.

Question: "What was it that made you want to go into this line of work or industry? Was it something you always knew you wanted, or did it evolve?"

Motivation & Spirit:

We're exploring what drives them at a deeper level. This helps gauge passion, long-term alignment, and whether their career path is purpose-driven or circumstantial.

Question: "You graduated in _____. What have you been up to since then — professionally and even personally, if relevant?"

Motivation & Spirit:

This question fills in the timeline gaps and tracks how they've navigated post-graduation life. We're looking for consistency, growth, and how they've responded to life's opportunities or challenges.

Question: "Tell me about your most recent work experience. What were your responsibilities, and what did a typical day look like for you?"

Motivation & Spirit:

We're validating what's on the resume and seeing how well they can explain their role. Are they hands-on? Do they take ownership? We're looking for depth, not just surface-level job titles.

Question: “What aspects of your current or past roles have you genuinely enjoyed the most?”

Motivation & Spirit:

This reveals intrinsic motivation — the kind that leads to great work. What lights them up? What keeps them engaged? That’s where their energy is likely to be most valuable at CureMD.

Question: “What would you say is your main reason for considering leaving your current company?”

Motivation & Spirit:

The goal here is not judgment, but understanding. Are they leaving for growth, values, leadership, or something concerning? Their answer gives insight into what they value — and what they may not tolerate.

Question: “If you were to join CureMD, what would you be expecting from us — both professionally and culturally?”

Motivation & Spirit:

We’re trying to ensure expectations align on both ends. Do they value autonomy? Mentorship? Innovation? This also helps us evaluate whether we can provide an environment where they’ll thrive.

Question: “Let’s say we bring you on board. What would you bring to CureMD — not as a technical resource, but as a person? What kind of energy, values, or influence would you bring to our culture?”

Motivation & Spirit:

This is about emotional intelligence and self-awareness. It pushes the candidate to reflect on their non-technical contributions — empathy, collaboration, positivity, resilience — the things that shape a team.

Question: “Would you describe yourself as more of a hard worker, a smart worker, or something in between? Why?”

Motivation & Spirit:

We’re getting a glimpse into their work philosophy. Are they relentless? Efficient? Strategic? This gives clues about how they solve problems and use time and resources.

Question: “Tell me three positive personality traits you *wish* you had.”

Motivation & Spirit:

A creative and vulnerable way to test self-awareness. It’s easy to talk about what we are, but recognizing what we aspire to become tells us about humility and emotional depth.

Question: “Can you recall a time when your work was criticized constructively or otherwise? What was the situation, how did you respond, and what did you take away from it?”

Motivation & Spirit:

This tests maturity and resilience. We’re not looking for perfection — we’re looking for people who grow through feedback, not avoid it. This also helps assess how coachable they are.

Question: “If you were to join a new team here at CureMD, how would you go about earning your credibility and establishing yourself among your peers?”

Motivation & Spirit:

This probes initiative and social intelligence. We want people who take active steps to integrate, listen, learn, and prove themselves thoughtfully, not those who wait for permission or recognition.

Question: “I hope you don’t mind me asking a bit about your family. What does your father do?”

Motivation & Spirit:

This adds a warm, human touch and lets us understand personal background and upbringing. It’s not about status — it’s about getting a fuller picture of the individual.

Question: “Do you have any siblings?”

Motivation & Spirit:

Another way to gently understand the candidate’s upbringing, social dynamics, and communication tendencies, often shaped by family structure.

Question: “Who do you report to in your current role?”

Motivation & Spirit:

Helps us understand their chain of command and how closely they work with leadership. It may also indicate how strategic or tactical their role has been.

Question: “If I spoke to your current manager and asked for two positive things about you, what do you think they’d say?”

Motivation & Spirit:

Encourages self-reflection from another’s point of view. Shows emotional intelligence and how well the candidate understands their impact on others.

Question: “And what’s one not-so-positive thing they might say?”

Motivation & Spirit:

This balances the previous question. It tests vulnerability, openness to critique, and willingness to own areas of growth.

Question: “Would you say you’re more of a detail-oriented person, or someone who focuses on the big picture?”

Motivation & Spirit:

Reveals natural cognitive orientation. This helps us align the candidate with the type of projects or teams they’d complement best.

Question: “Do you work better under close supervision or more loosely managed environments?”

Motivation & Spirit:

Every team at CureMD works a bit differently. Understanding the candidate’s preferred level of oversight helps avoid mismatch and friction early on.

Question: “What’s been your proudest achievement so far — something that brings a smile to your face, even if it’s not a ‘big’ thing?”

Motivation & Spirit:

This builds emotional rapport and helps us understand what they value deeply. The size of the achievement matters less than the sincerity of the answer.

Question: “What are your hobbies? What do you do when you’re not working?”

Motivation & Spirit:

Culture fit isn’t just about 9-to-5. Hobbies often reveal creativity, discipline, or personality traits that don’t show up on a resume, and tell us about balance in life.

Question: “What would you say has been your most valuable contribution to your current organization?”

Motivation & Spirit:

This question forces them to think about impact, not just activity. Did they just do tasks — or did they change something for the better?

Question: “Alright, before we wrap up — if you were in my position, what’s a question you would have asked yourself that I didn’t?”

Motivation & Spirit:

Great for catching things we might’ve missed. Also shows how the candidate thinks, what they’re proud of, or what’s top of mind for them.

Question: “Do you have any questions for me about the role, the team, or CureMD?”

Motivation & Spirit:

A strong candidate will ask thoughtful questions. This is where we see their preparation, curiosity, and how seriously they’re considering us.

Red Flags	
1.	The candidate, in general, has a "me, me" attitude and personality. They should be somewhat inclined towards providing value to the company AND/OR their colleagues.
2.	The candidate has a very pessimistic personality.
3.	The candidate is too nervous and/or fidgety.
4.	The candidate is arrogant.
5.	The candidate is untruthful OR hides things.
6.	The candidate overstates or exaggerates his statements.
7.	The candidate seems to have plans to freelance.
8.	The candidate has plans to start their own business in the near future.
9.	The candidate is pursuing a Master's or has plans to pursue a Master's, especially from abroad.
10.	The candidate (if from another city) is looking for or is interested in companies that have offices in multiple cities like Karachi, Islamabad and Lahore. This could mean that their relocation to Lahore would not work for us. They might switch the moment they get a chance in a company in their city.
11.	The candidate is looking for remote work.
12.	The candidate seems to be unsure of whether they can relocate to Lahore OR have uncertain plans for that.
13.	<p>If the environment of the interview, i.e., the location of the candidate, is unsatisfactory. For example, the candidate might be in a place where there is noise in the background (like a café) or people in the background, or if they're at home and are disturbed by their family unnecessarily.</p> <p>The least one can do is show some effort for the interview. Be on time, maintain a quiet environment, and dress up a little, maybe. Even cars are okay for the interview.</p>
14.	If the candidate is late, it shows that they might not be serious about the role, or they might lack a sense of seriousness in their personality.
15.	The candidate has low or dull energy, or they are not enthusiastic.
16.	The candidate fails to justify their expected salary or the salary jump they are asking especially when they have just recently received an increment in their current company. They can't just say that the market is paying this much these days, OR that they are relocating, so they would need money for accommodation. They need to justify this with the skill set, quality, and value they'll be bringing to the company.
17.	The candidate has unrealistic salary expectations and is just looking for a big jump.
18.	Errors in the Profile Brief. For example, repeated incorrect use of upper case / lower case letters AND/OR professional experience not stated, with the most recent one first, followed by the previous ones.
19.	Typos in the CV are a Red Flag for detail-oriented work.
20.	Candidate's communication skills are not up to par (for roles that require excellent communication skills like Customer Success, Business Analysis etc.)
21.	The candidate has a weird or bad fake accent, OR if their accent is different than what we require at CureMD (for roles that require excellent communication skills like Customer Success, Business Analysis, etc.)
22.	The candidate is a job hopper and fails to justify their job switches.
23.	The candidate is too emo.
24.	The candidate is not a team player and is a loner.
25.	There is a personality mismatch between the candidate and the employees of the department they are being interviewed. For example, an assertive individual might have issues with the team lead/manager who is of the same nature.
26.	The candidate is on a better title/designation (not role) in their current company, OR is too worried about what their title will be at CureMD.
27.	The candidate seems like they cannot do odd hours (for evening shift candidates)
28.	The candidate easily talks about their positive attributes but finds it difficult or goes blank when asked about the negative attributes.
29.	The candidate is rigid and/or opinionated, and is not open to opinions contrary to him.
30.	The candidate is not suitable for our culture. For example, if they have different values than ours (Respect, Integrity, Innovation, Teamwork)
31.	The candidate has a very low CCAT Score.
32.	The candidate fails to justify their high CCAT Score. For example, if they got a high score in the "Verbal Ability" section of CCAT and fail to maintain good communication or vocabulary during the interview. They might have cheated in the test somehow or some other person may have attempted it for them.
33.	There are too many negative comments in the Technical Evaluation Form and the candidate was still recommended by the Technical Panel.
34.	The candidate fails to understand/answer the questions or dodges the questions.
35.	The candidate is generally not so smart, OR if they are over-smart, OR think that they are better than they are.

- **Red Flags to Detect Automatically**

Category	Red Flag Description	Recommended Action
Frequent Switching	3+ jobs in under 5 years with unclear justification	Flag for review
Location Conflict	Resides too far from the office, and even if willing to relocate/commute	Deprioritize unless remote
Overqualified	Master's degree or international exposure indicating risk of short-term stay	Flag for risk
Abroad Intent	Explicit plans for a Master's abroad or immigration within 1–2 years	Likely reject
No Knowledge of CureMD	Did not research the company or give generic responses	Flag for low engagement
Vague Career Plans	No clear long-term plan, overly passive responses	Further human screening
Weak Achievements	Cannot cite tangible accomplishments or show a lack of ownership	Use for a cultural fit check
High Notice Period	Over 90 days and unwilling to negotiate	Deprioritize unless critical
