



**Codie Sanchez** 

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Top 11 best  
job interview  
questions:



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I asked 300,000 followers:

**"What's your single best question to ask when job interviewing someone?"**

Here are my 11 favorite answers...



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**1. “What could you give a 5-minute presentation on with no prep?”**

(Then hand them a whiteboard and let them do it.)

**2. “Walk me through your last project. What should have been different?”**

(Do they play the blame game?)



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**3. “Tell me about the last 5 books you've read.”**

(Shows their values, interests, and... honesty.)

**4. “Who would follow you here?”**

(Especially important if you want this person to help you build.)



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**5. "What question am I not asking you that you want me to?"**

(Their face will light up.)

**6. "What does your calendar look like?"**

(Organized minds organize most things.)



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**7. “How did you prepare for this interview?”**

(Let them show off their hard work.)

**8. “What will past bosses say are your 3 biggest strengths and weaknesses?”**

(You *could* call them, but the threat alone usually brings out an honest answer.)



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## **9. Leave awkward silences.**

(Internal processors will thank you.  
External processors truthfully ramble.)

## **10. “How did you handle a coworker/ boss you never got along with?”**

(And then... “How do you think that  
person would describe you?”)



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**11. “What do you think we are doing wrong as a company right now?”**

(Shows how much they care, and if they're ready to hit the ground running.)





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**If you want to go fast go alone,  
but you'll never go far that way.  
– African proverb.**

Want big wins?

Find and inspire good people.