INTERVIEW QUESTIONS CHECKLIST

Safe Environment: Ask interviewee where they would be most comfortable meeting and how long they would want to meet. Brain works much better when not under pressure.

English: How well are your language skills. What is a predicate (part the part of a sentence or clause containing a verb and stating something about the subject e.g., went home in John went home ).

Show Me Around: Design something for me on InDesign, Illustrator, VisualStudio, Excel, Word, Photoshop, VideoEditor.

Singularities: What important truths do very few people agree with you on?

Failure: Tell me about your failures in life? How have you dealt with them?

Books: What are your top three books you would recommend?

Habits: Describe to me a typical day of yours?

Mentors: What people inspire you?

Impossible Question: Here is a piece of paper. Tell me (insert impossible question)…?

Sparring: If a colleague kept embarrassing themselves in a meeting by saying umm after every word how would you respond?

Stroop Test: Say the following colors – **a. Black**, b. Gray, **c. Gray**, d. Black (if you say black instead of Gray for “c” you are good at focusing).

Response: If someone said something to you in a meeting that pissed you off what would you do?

Food: What did you eat for breakfast?

Fear: What is your biggest fear?

Storytelling: Tell me a story?

Decision: You have to make the toughest business decision in your life that is not easy nor black and white, how do you go about making the decision?

Prediction: Predict something for me.

Passion: Why do you like…?

Technology Literacy: What types of … have you used and how did you learn them?

Philosophy: If you could create three core values around…, what would they be?

What is your biggest struggle in life?

Risk: What’s the biggest risk you’ve taken?

Experience: What types of … systems have you worked with and what is your preferred style?

I’m Stuck: What do you do when you get stuck on a problem?

Numbers: When was the last time you used numbers to improve your life?

Team/Family: Do you believe that businesses should be a team or a family?

Successful Entrepreneurship: Have you ever started a profitable business? What made it successful?

Emotions: On a spectrum of emotions and logic, where do you fit in?

Organization: Is your car, home, office clean or messy?

Guide/Give: Have you ever mentored someone. Tell me about the experience. When they came for help what did you do?

Communication: How do you like to communicate with others?

Spiritual: Are you spiritual?

Time: Were they on-time?

Process: If I came to you for strategy on how to start a new business, what would you tell me?

Relationships: Who do you like to hang out with when you are not working? Are you part of any organizations?

Mentors: Who do you go to for help?

Conflict: Are you comfortable confronting people and provide tough love?

Candor: Do you like to be straight with people or softly criticize?

Dirty Work: If I told you part of your job was tedious data entry what would you say?

Devil’s Advocate: What do you think about…?

Business Integrity: If you had to either lie to an investor about your Do they have business integrity?

Feeling: Do you get a good feeling when you work with them?

Reputation: Do other people say good things about them?

Skill: Do they have the resources to meet your objectives?

Commitment: Are they hard working, willing to put in extra non-traditional hours when needed?