## **Common Interview Questions**

These are some questions that will help you prepare for an interview that is testing competency and personality.

Question	Assessment criteria
<ol> <li>I see you're currently working at X – what kind of work are you doing? / What is your current role and what are you responsible for?</li> <li>What do you enjoy about this? Why are you looking to leave your current role/company?</li> <li>If I were to speak to your current manager, what would they say your strengths are? What about your weaknesses?</li> <li>What is the biggest challenge you have faced in your career, how did you address it, and what did you learn from this experience?</li> </ol>	<ol> <li>Explain your current role in detail, including all of your everyday responsibilities.</li> <li>Explain aspects you enjoy about your role and company. Be sure not to bad mouth your current company.</li> <li>Ensure your strengths and weaknesses are in relation to the role you're applying for - so where you may struggle and where you'll thrive in this role.</li> <li>It will be important to prepare for this kind of question - try and have a few professional achievements at hand.</li> <li>Do they seem prepared for the interview?</li> <li>Are there any weaknesses that won't culturally fit well in the company?</li> <li>Is the reason for leaving their current role put across in an unsavoury fashion?</li> </ol>
<ul><li>5. What attracted you to accepting our interview request?</li><li>6. Do you have any questions you would like to ask me about the company?</li></ul>	<ul> <li>5. Give specific reasons for being eager about the company and the role.</li> <li>6. These are a few example questions you may use in an interview; <ul> <li>a. What are the everyday responsibilities of this role?</li> <li>b. What would you say will be the biggest challenge to take on in this role?</li> <li>c. What does success look like for the company?</li> <li>d. What are the company's values/morals?</li> <li>e. What is your favourite part of working at this company?</li> <li>f. Are there growth/development opportunities? What are they?</li> </ul> </li> <li>Does the candidate know what the company does/is about?</li> </ul>

Does the candidate show an interest in what the company is doing? Does the candidate have questions specific to the company? This may show whether the candidate researched the company or not, which will further emphasise their interest in the role. 7. What feedback have you received that 7. It will be important to prepare for this kind of question - try and was difficult to hear, but has ultimately have a few professional growth moments at hand. proven to be very valuable for your 8. This is an important question for the company to understand career? who you are outside of your profession, and if that fits in the company's culture. 8. What do you do for fun outside of work? 9. The company will want to understand what strategies you use when working in a team, so as to see if it fits in their team 9. Have you worked in a team before? If culture. yes, how did you navigate working with 10. The company will want to understand what kind of others? management you're used to and how well you work under different styles, so as to see if it fits in their management 10. How do you prefer to be managed? culture. Situational based and depends on the culture of the company. Look at fit in terms of OfferZen (as the interviewing company). 11. How did you end up in your current role? 11. Try and relate how you got into your current profession to why OR: If a graduate – why did you choose you are suitable for the role they're interviewing you for. to study what you did? 12. It's important to have goals in your career, and it will be important for the company to understand whether they can 12. What would you like to develop in your assist you in getting to those goals. next role? 13. Try and relate this accomplishment to the role they're interviewing you for, as it'll showcase your current skillset. 13. What is your most proud work accomplishment and why? Does the candidate have enough specific experience to take on the role? Is the role well suited to the candidate's current skills and growth?

- 14. Your expected salary is XX. Are there any additional benefits/perks you are prioritising for in your next role?
- 15. How do you see your career progressing and how do you see this role at our company feeding into that?
- 14. Be sure to name what is negotiable, and what isn't, as this will show whether the company is a good fit for your expectations.
- 15. This is the opportunity for you to explain why the company is perfect for you, and to showcase how much you would like the role.
- Can the candidate's expectations be met by us (the company)?
- Is the salary expectation within means?
- Can we provide the benefits the candidate is expecting from their next role?
- Can the candidate articulate how this role will build skills and experience in a direction they're interested in?