Candidate Pre-Interview Questionnaire

Your accomplishments:

•	What do you consider to be the 3 greatest accomplishments you have achieved in your current position (or last position that you have held)?
•	What do you consider to be the 3 greatest accomplishments you have achieved in your career?
•	What single factor makes you stand out from other engineers with whom you have worked?

Your last project:

• Describe the last major project or a project that you undertook?
• Describe how you got it (was it given to you or did you come up with the idea)?
beserved now you got it (was it given to you of did you come up with the idea).
Describe what you did and the tools/skills you used.

• What obstacles did you have to overcome and what was the outcome?	
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Did you lead, manage or drive the project?	
Your strengths:What do you consider your strengths?	
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• If I ask you to provide me with your latest performance review and I read it, what would it say about your strengths? What would it say about your need for improvement or weaknesses?	l
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Your current position:

•	What do you like least about your current position, company or situation?
•	Why would you leave your present employer, what is motivating you?
•	What are the 3 most important criteria, in order of importance, that you would require before you accept a position?
•	Some of our clients may require proof of your current salary. Are you prepared to show proof of your current salary if requested?

What is your current salary?
Do you get overtime? How much?
Do you receive a bonus? How much?
When was your last salary review?
When is your next salary review?
• What is your vacation period? That is, how many weeks?
What are your salary expectations? Please justify.
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 Are you currently considering any other positions? If so, how close are you to accepting a new position?
If you are close to accepting a position, please name the company.

•	Did you send or post your resume on the internet?
•	How long have you been applying for a new position?
•	Are you dealing with any other headhunters? How did you come in contact with them?
	Are you dearing with any other headnamers: from the you come in contact with them:
	Your motivations and requirements:
•	Let's say you do get an offer that meets your criteria and your current employer gives you a counter-offer. What would you do in this situation? Please indicate if you would
	consider the counter-offer from your current employer (yes, no or potential).
•	We are all human and it takes a lot of courage to leave a good position for a better one. Do you really have that courage? (yes, no or maybe)

•	On a scale of 1 to 3 (1 being I do not want a new position, 2 being maybe, and 3 being yes, absolutely), where do you rank along a gradient scale? What will it take to move you from a 2 to a 3?
•	What might stop you from accepting a job? What considerations would come into play?
•	Are you prepared to relocate and what would keep you from moving?
•	What type of position would interest you the most?

When can you actually start a	new position	1?			
	Rank You	r Qualit	ies		
Please rank yourself along the	e gradient sca	le with re	spect to th	ne listed q	ualities.
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Leadership Continuous Learner	1 1	2 2	3	4 4	5 5
Self-Starter	1	2	3	4	5
	1	2	3	4	5
Creative Problem Solver		$\overline{2}$	3	4	5
Creative Problem Solver Effective communicator	1				
		Skill Sei	ı.		
Effective communicator	Technical description			ls)	
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