What\'s The Best Question To Ask in a Job Interview?

Posted by epearlman - 2011/02/07 11:08

A Forbes blogger asks the question: What is the best question to ask in a job interview? She suggests five questions that work:

1. How would you describe the ideal candidate?
2. How do you envision this position supporting you?
3. How does this position fit into the companyâ€™s long-term plans?
4. How would you describe â€œsuccessâ€• for this position?
5. What can I do for you as follow-up?

What question to you think works best? And what's the worst question that a prospective employee can ask in an interview?

==========

Re:What\'s The Best Question To Ask in a Job Interview?

Posted by pgalen - 2011/02/18 14:09

I do not know about the best but I do know the one that I hate being asked or asking of someone else..

What do you consider your greatest weakness?

This is just stupid, I feel like answering something about wasting my time on interviews like these!!!

==========

Re:What\'s The Best Question To Ask in a Job Interview?

Posted by scarr - 2011/03/08 12:51

I have always liked the one, "So where do you see yourself in five years." I think it gives a good perspective into the ambitions of the interviewee.

==========

Re:What\'s The Best Question To Ask in a Job Interview?

Posted by mhenricks - 2011/03/08 14:32

People problems are probably one of the biggest reasons new hires don't work out. So I might ask:

How would you describe your relationship with your most recent supervisor?

Could broaden this to cover colleagues, customers, etc.

==========

Re:What\'s The Best Question To Ask in a Job Interview?

Posted by srw134 - 2011/03/09 01:41

If I had to choose I would say that finding out about what the company sees as an ideal candidate would help the prospective employee determine whether the position was a good fit. Of course, many people are simply looking for work and not going to be this picky but it still gives a good gauge about what to expect from the company. There are certainly a number of different questions that always seem loaded like the "Greatest Strengths" and "Greatest Weaknesses" ones, I tend to prefer a straight ahead interview.

-sean

==========

Re:What\'s The Best Question To Ask in a Job Interview?
Posted by scarr - 2011/03/22 09:55

How about "Are you a team player?" That one always got me, what do you expect the candidate to say no?

==========

Re:What\'s The Best Question To Ask in a Job Interview?
Posted by srw134 - 2011/03/24 14:09

That is a good question to ask and determine their true answer from their reaction more than their direct answer.

-sean

==========

Re:What\'s The Best Question To Ask in a Job Interview?
Posted by mhenricks - 2011/03/30 16:35

With the Walmart sex discrimination case up before the Supreme Court and in all the news reports, I expect higher awareness of sex bias and more cases of employees filing charges against employers and former employers. So, it might be worth noting that any question that could help a plaintiff establish a bias based on gender would probably be the WORST question to ask right now.

==========

Re:What\'s The Best Question To Ask in a Job Interview?
Posted by srw134 - 2011/04/01 00:28

Well it is certainly true in this Politically Correct world that everyone needs to watch nearly everything. It is certainly true that there is always something that someone can take offense to.

-sean

==========

Re:What\'s The Best Question To Ask in a Job Interview?
Posted by robjvargas - 2011/04/03 17:25

I've made a conscious decision to not worry about this. Not explicitly. I know what constitutes professional (and nonprofessional) behavior, and I simply choose to accept the responsibility of exhibiting professionalism at all times to the best of my ability.

I won't always succeed, but I think an attitude like that shows itself. An employer worth working for will see it.

Plus, it's just easier that way, not worrying about every word and trying to mentally run each word through a gauntlet of perceived minefields.

==========

Re:What\'s The Best Question To Ask in a Job Interview?
Posted by pgalen - 2011/04/05 14:34

How about

"Given the numbers 1 to 1,000, what is the minimum number of guesses needed to find a specific number, if you are given the hint 'higher' or 'lower' for each guess you make?" -- Facebook interview question

==========

Re:What\'s The Best Question To Ask in a Job Interview?

Posted by danjarvis - 2011/04/07 12:32

I think the most useful interview technique I've been exposed to was to ask the candidate to give a presentation to the existing team that discusses a project they worked on. This way, the candidate gets to expand on the technologies that he/she used. Members of the team can then ask questions in a Q&A session in a way that gives everyone a feel of how the candidate interacts with the group.

==========

Re:What\'s The Best Question To Ask in a Job Interview?

Posted by JohnSane - 2011/04/08 09:08

In my experience, the best question someone on the receiving end of an interview process can ask is "When can I start?"

Seriously, so many people sell themselves out of a position before they finish the interview by not assuming you have the credentials that are right for the position in the first place. Think about it, the interviewer would not be wasting their time with candidates who do not match up well with the job requirements.

The best candidates know how to project themselves into the position when they are in front of the interviewer. Therefore, the rest is not important. If you want a job, ask for it. Of course, how you handle the rest of the typical interview questions and the other questions you select to ask are kind of contingent on the subject matter of the interview.

==========

Re:What\'s The Best Question To Ask in a Job Interview?

Posted by tsheehan - 2011/05/20 14:59

I like to ask, "Why are you looking to change jobs". This is assuming the person is currently employed.

==========

Re:What\'s The Best Question To Ask in a Job Interview?

Posted by jimfinnan97 - 2011/06/28 09:21

How about, "Are you comfortable moving all corporate desktop apps to the cloud or do you believe this to be too risky a venture?"

==========