

The One Right Question

The following ten questions are often asked in executive level interviews to potential job applicants. There is one question on this list that is considered by experts to be effective and the other nine are the cause of more bad hiring decisions.

Which is the effective question?

1. *Why should I hire you?*
2. *What do you see yourself doing 5 years from now?*
3. *What do you consider some of your greatest strengths and weaknesses?*
4. *How would you describe yourself?*
5. *What academic subjects did you like the best and the least?*
6. *What do you know about our company?*
7. *Why did you decide to seek a job with our company?*
8. *Why did you leave your last job?*
9. *What do you want to earn five years from now?*
10. *What do you really want to do in life?*

Excerpted from Sway, ©2008 – Brafman & Brafman

Analysis:

- 1, 3 and 4 are just bad, lazy questions which tell more about the interviewer's lack of preparedness than anything else.
- 2, 9 and 10 are questions which require one to gaze into the future. Are you expecting them to need psychic qualities on the job?
- 5, 7 and 8 are the reverse and require the candidate to revisit their history. When people do this, they will often reconstruct it.

Suggestion:

This leaves question 6 as the winner as at least you can tell whether the person has taken the time to research your company, which can be a good sign, at least better than the other questions.

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