

INTERVIEW QUESTIONNAIRE GUIDE

When developing interview questions, consider three rules of thumb: ask only for information that will serve as a basis for the hiring decision, know how the information will be used to make the decision, and do not ask for information that will not or should not be used to make hiring decisions.

Develop questions based on each major task and responsibility in the position description and on knowledge, skills, and abilities required by the position. Include problem-solving questions that allow the applicant to think creatively. Also include questions that elicit more than a "yes" or "no" response.

The following Interview Questionnaire Guide has been developed to provide hiring supervisors a resource from which to select questions that will help identify the candidate who will be most successful in a position.

Because research has shown that past behavior is predictive of future behavior, the questions are behavioral based. They will prevent a supervisor from missing important information, overlooking job motivation and organizational fit, and asking illegal, non-job-related questions. The same set of questions should be used to interview all candidates.

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M Lipman



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