



PT WORK Force™

Craft an Interview Question to Start a Conversation

Interviews can feel like interrogations – you ask scripted questions and the interviewee provides scripted answers. (Yes, savvy job seekers have researched the most asked interview questions).

[Jeff Haden, writing for Inc.com](#) suggests you craft a question that will start a conversation between you and the interviewee. First, think about the skills needed for the job – not the qualifications you believe the person needs to have (like a degree from a specific school or a specific amount of prior experience). Then come up with a question that can start a conversation about the position and how the interviewee can contribute to the organization.

One question Mr. Haden suggests when looking for a salesperson is:

“What one skill do you possess that will contribute the most to landing major customers for us?”

Then you can probe further with additional questions that will help you better know the person you are interviewing. Ask how they did something or why they did it that way. Keep the conversation going and you will get a much better idea of what the interviewee is capable of and how they might fit with your organization.

Action Step:

Craft an opening question for the position you are hiring for that can start a conversation with the interviewee. Then keep the conversation going.

