

Sample interview questions

Below are possible questions to ask candidates during a phone screen or interview.

Phone screen questions

- Can you tell me about your experience and how it relates to the position?
- Can you talk to me about gaps in your resume?
- What about this position attracted you to apply?
- Why are you looking to leave your current job?
- Verify candidate meets minimum requirements for position.
- Confirm minimum salary requirements.
- Ask the candidate if they have questions.

Interview questions

- Can you review your work experience and how it relates to the position?
- Why did you leave your previous employer (or why are you leaving your present job)?
- What particular skills or experiences make you the best match for this position?
- Where does this position fall along your career path?
- What aspects of your previous position did you find most professionally challenging?
- What are your greatest strengths?
- What kinds of professional development would make you a more effective worker?
- What would your prior manager/coworkers say about working with you?
- What do you know about Lynn University?
- What did you like most and least about your present/most recent job?
- What was one of the toughest problems you encountered at work? How did you handle it?
- How do you analyze different options to determine which is the best alternative?
- How have you approached solving a problem that initially seemed insurmountable?
- Has your perception of this job opportunity changed based on our interview?
- Do you have any questions? Can you think of anything else you'd like to add?