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Readers chime in with their favorite job interview questions

Birmingham Business Journal by **Cindy F. Crawford, Editor**

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On June 10, I [introduced to readers my favorite job interview questions](#) and asked them for their favorites.

Here's one from Faith Black, regional sales and marketing manager for **BancorpSouth's** Alabama, Florida region:

"Tell me about your day at work yesterday – from the minute you walked in the door until you left for the day."

Her rationale for this one: "I like this question much better than 'Tell me about your typical day at work.' It catches them a little off guard and you tend to get a very honest answer. Their answer shows you how they manage their time and, if they are managers, their staff. It sheds light on how they handle different types of situations and the emphasis they place on things that produce results."

[Gayle Lantz](#), owner of **WorkMatters Inc.**, had these to offer:

"What's one of the biggest specific challenges you faced on the job and how did you overcome it?" She said this helps you understand how a candidate deals with adversity and problem solving.

"How will you help our business be more successful?" This question reveals a candidate's understanding of your business. You can assess their ability to make a positive impact.

[Francis Hare](#) of **Hare Communications** said all his favorite job interview questions come from account executive [Erin Whaley](#), who has, with a straight face, asked unsuspecting summer

intern prospects all of the following:

"If you could be a fruit, what would it be, and why?"

"Where do you stand on the war on terrorism?"

"I haven't decided how to wear my hair Saturday night. Do you like it up (demonstrates)? Or down (demonstrates)? Up (demonstrates)? Or down (demonstrates)?"

"If you were a Superhero, who would you be?"

[Kelly Schuck](#), licensed organizational psychologist and managing director of **TalentQuest's** Birmingham office, had a few questions to add from her HR friends and her own arsenal.

From her friends, she collected these:

"List five words that describe your character." The response to this question tells you a great deal about someone.

"Tell me how you improved yourself this past year."

Schuck said she likes to ask, "Please describe what causes you to become stressed at work and how does stress then manifest itself in your behavior."

She also asks candidates to start from the beginning of their careers and tell me their "story" and ask that they highlight some of their accomplishments and challenges along the way.

Another favorite: "Tell me about the last time you had a conflict with a coworker, what the conflict was, and how you resolved it."

She also asks: Use these two questions in parallel:

"What is your biggest accomplishment/what are you most proud of? Describe the circumstances, what you did and the result."

"What is your biggest failure and what did you learn? Describe the circumstances, what you did and the result."

And last but not least, "What's something that we haven't discussed yet, that I should know about you?"

Keep them coming!