

# Screening Interview Questions

[CANDIDATE NAME]

## 1. What are your career goals?

- 

Evaluation criteria:

- Do the goals match the needs of the company?
- Are they only telling me what I want to hear?

## 2. What are you really good at professionally?

- 

Evaluation criteria:

- Push candidates to say 8 to 10 positive attributes
- Give examples to put their strengths into context
- Listen to strengths that match the job at hand

## 3. What are you not so good at or not interested in doing professionally?

- 

Evaluation criteria:

- Identify 5 to 8 areas of improvement, weaknesses or lack of interest
- Reframe the question if you're not getting a clear answer
- Put the fear of the reference check if you're not getting an answer

## 4. Who were your last five bosses and how would they rate you in a 1 to 10 scale when we talk to them?

- 

Evaluation criteria:

- You're looking for 8 and up
- Rating 7 is neutral
- Rating 6 and below need to be screened out

## Follow-up Questions: Getting Curious

- What?
- How?
- Tell Me More

## Final Evaluation

- Do the strengths match the scorecard?
- Can you manage around the weaknesses?