

FIND A DEGREE THAT'S RIGHT FOR YOU.

BACHELOR'S	MASTER'S
DOCTORAL	ASSOCIATE'S

START TODAY

MAIL | You might also like: Emurse, WalletPop and More

Looking for a Job at AOL?

Keyword(s) City, State or Zip

[Main](#)
[CareerBuilder](#)
[Find A Job](#)
[Resume Center](#)
[Interviews & Salaries](#)
[Education Center](#)
[Articles & News](#)
[Send Us Feedback](#)

You are here: [AOL Jobs](#) > [Articles & News](#) > 17 Interview Questions Hiring Managers Love to Ask

17 Interview Questions Hiring Managers Love to Ask

By [Barbara Safani](#), Posted Sep 28th 2010 @ 7:33AM

Text Size [A](#) [A](#) [A](#)



Getty Images

AOL Jobs reached out to [hiring](#) managers, HR professionals and recruiters to hear their favorite [interview questions](#). Here's what they love to ask and why.

1. What is your greatest weakness?

"An impressive and confident response shows that the candidate has prepared for the question, has done serious self-reflection and can admit responsibility and accept constructive criticism. Sincerely give an honest answer (but don't say too much), be confident in the fact that this weakness does not make you any less of a great candidate, and show that you are working on this weakness and tell me how". -- *Joey Price, HR specialist and founder of Push Consultant Group, LLC.*

2. Why do you want to work here?

"It helps me instantly find out if the applicant has done any research on the company and if they will take as much pride in their job as I do." -- *Jordan Cherrington, Fuel Mileage*

3. Tell me about the last spontaneous thing that you did in any facet of your life.

"I look for an unusual response with something fun, like a last-minute trip or driving to Atlantic City at 11 o'clock at night. Something that shows me the person has some personality to react positively in different (and crazy) situations that oftentimes occur in our line of work." -- *Alan Klug, Baltimore franchise owner.*

4. If you could change one thing in your current position or company, what would that be?

"The question can reveal a lot of information, including the real reason the applicant is looking to make a change, what's important to them in their next position, whether they are really motivated to make a move and whether or not their expectations are realistic." -- *Sue Sattler, president, Talent Network Group*

5. Tell me about yourself.

"I just let them go on as long as they can. A good interviewee will have a 60-second commercial that clearly demonstrates why they are the best person for the job." -- *John Paul Engel, author, Project Be the Change*

6. Tell me what you would like me to know about you.

"With this question alone, I am able to discern what is most important to the candidate, what their hobbies and interests are, their communication skills, their sense (or lack of) humor, their presentation comfort level, their educational background, their grasp of what the position entails, and their work style." -- *Lynda Cook Sawyer, executive director of PreparedKids.com.*

7. What are you currently reading?

Are People Going Back to School With Grants? See if You Qualify.

CLICK YOUR AGE:

25	26	27	28	29	30	31
32	33	34	35	36	37	38
39	40	41	42	43	44	45
46	47	48	49	50	51	52
53	54	55	56	57	58	59
60	61	62	63	64	65	66
67	68	69	70	71	72	73
classesUSA™	74	See Degrees Now				

ADVERTISEMENT

Search Jobs

Powered By

Create, Share and Store your resume online for free.

[Get Started Now!](#)

Search Articles

Search Articles

Categories

Company Profiles	Success Stories
Hot Jobs	Temp Jobs
New Grads	Top Industries
No Degree Required	Unemployment Guides
Now Hiring	Work-From-Home Jobs
Office Humor	Working Parents
Part-Time Jobs	Workplace Solutions

"I have found in nearly 30 years of experience, those who read are stronger employees, more creative and can be more objective." -- Jennifer Ryan, certified professional organizer

8. If there were three of your closest friends sitting right here, what would they say about you?

"This answer tells me more about the social skills of the applicant and their ability to get along with others in the office. It also gives me more insight into their real personality." -- Erica Moore-Burton, Esq., author of 'The Little Professional P.I.N.K. Book' and executive director for Special Counsel.

9. What exactly is it in your background that makes you feel like you are qualified for this position?

"The best type of response is an anecdote of an experience the candidate had which is germane to the requirements of the position." -- David Marceau, VP of Sales, Ridgefield One

10. Thinking back to your last performance review, what performance areas were reviewed and how did you fare on each one?

"This question tells me how serious the candidate's last company was about employee performance and whether the candidate actually cared about/paid attention to how s/he did in each area and was being rated." -- Greg Szymanski, HR director, Geonerco Management, LLC

11. Tell me a joke that wouldn't offend anyone.

"This breaks the ice, shows the ability to think on their feet and if they can enjoy working together. Whatever joke is told, it almost always leads to a story." Elke Govertsen, owner and publisher of Marmalode Magazine.

12. How do you drive?

"While there is really no right or wrong answer, I can often deduce the overall work style of a job candidate by their response. If they say they are a cautious, careful driver I tend to learn that they are a little gun shy when it comes to making decisions at work as it relates to their daily responsibilities. They often will need a secondary party before they can move forward. If they respond that they are fast or aggressive or they get where they need to when they need to and on time, I often deduce that the candidate has a more confident, determined approach." -- Jonathan Cutler, owner, Verse Strategic Communications

13. If you had to give a title to your life story up to this point, what would it be and why?

"This question gets people thinking and helps me see how someone reacts when caught off guard. The titles can be truly insightful, revealing struggles and challenges that they have faced and overcome." -- Rick Thompson, director of Talent Management, Rising Medical Solutions.

14. If money wasn't a factor, what job would you do all day?

"To be completely effective in any company, the candidate needs to feel passionate about what they are doing. Employees that settle eventually cost a company far more lost revenue than the hour wasted on interviewing the wrong person." -- Andy O'Dower, CEO, Beyond Credentials.

15. Where do you see yourself professionally in our organization in one to two years?

"I ask this instead of asking a job applicant where they see themselves professionally in five to ten years because their response allows me to determine the level of motivation and commitment for the position. If the response is overly ambitious, that's a red flag." -- Don Boshard, SVP & HR director, TC Bank Utah

16. Tell me about a time that conflict occurred in one of your work groups and what did you do about it.

"I find that how employees deal with conflict tells me a lot about them and how successful they will be." -- Nancy E. Glossa, HR manager, Valley Life.

17. If I yelled from my office, "Hey, bring me a cup of coffee!" how would you respond?

"I ask both men and women this question and I look for body language and their verbal response. If the question was met with a smile or a slight shrug, it indicates a sense of humor and an easy-going nature. In their verbal response I am looking for an applicant willing to do whatever it takes to help the team find success but always like to hear, "I'd get it for you -- and then show you how to get it yourself the next time." -- Jim Roas, VP, Associadirect

Next: 'How Many Golf Balls Can You Fit in a School Bus?' and Other Brain Teaser Interview Questions >>

More Articles You Might Like

- Cringe Worthy Interview Questions To Avoid Asking [AOL Jobs]
20 Ways To Put America Back To Work Again [The Huffington Post]
What Keeps Your Boss Up At Night [Examiner]
Resume Tips From Recruiters [Climber]
Get Credit For Your Work [Ask Men]

Hiring Now

Consulting Jobs

HR Jobs

Finance Jobs

Part-Time Jobs

Search All Job Listings

AOL Jobs on Facebook Like button and profile picture. 4,413 people like AOL Jobs. Photos of Stephen, Thomas, Sharon, Beneeta, Wendy.

What's Hot In Careers

Personality Quizzes Find out your work style, job personality, and more.

See All Quizzes

DimeCrunch A daily bite of employment news, views and scandals.

Get Latest News

Confessions People tell us what their jobs are really like.

Read Confessions

Featured Writers

Lisa Johnson Mandell

Barbara Safani

Geoffrey A Roth

Meet the full AOL Jobs editorial team

Job Outlook by City

Find employment information and career opportunities in top cities.

Read More

Sponsored Links

Singapore Jobs

Your Profile Matched to Recruiters in Singapore. Create Profile Now! www.TeleportMyJob.com/Singapore

Customer Service Sales Jobs

Learn about exciting direct sales positions at Comcast Official Site. www.comcastdsrjobs.com

Who Is The Ultimate Game Changer in Business? [The Huffington Post]

Filed under: [Interview Questions](#)

Tags: [interview questions and answers](#)

| Email

0 Comments

US Postal Service Jobs

Hiring for 2010 Postal Positions No Experience Required. Begin Here
[YourPostalExam.com/](#)

Medical Technologist Jobs

Find Medical Technologist Jobs. Our Gurus Can Help With Your Career
[CareerGuru.com](#)

[See More Offers](#)

Barbara Safani

[Subscribe](#)
[E-mail](#)
[See All Posts](#)

Barbara Safani, owner of Career Solvers, has over fifteen years of experience in career management, recruiting, executive coaching, and organizational development.

[more...](#)

Add your comments

[New Users](#) | [Returning Users](#) | [AOL + AIM Users](#)

Please keep your comments relevant to this blog entry. **Email addresses are never displayed, but they are required to confirm your comments.**

When you enter your name and email address, you'll be sent a link to confirm your comment, and a password. To leave another comment, just use that password.

To create a live link, simply type the URL (including http://) or email address and we will make it a live link for you. You can put up to 3 URLs in your comments. Line breaks and paragraphs are automatically converted — no need to use <p> or
 tags.

First time? *A confirmation email will be sent to you after submitting.*

Name:

Email:

Comments:

Remember me

E-Mail me when someone replies to this comment

Add Comment

Around the Web

[From Forbes.com](#)

[College degrees with the biggest salaries.](#)

[From Examiner.com](#)

[Should you ever friend your boss?](#)

[Take Our CEO Quiz](#)

[Visionary? Spender? Fashionista? Find out.](#)

[A Day in the Life](#)

[What's it like being an AOL intern? Read on.](#)

[New Job, New City?](#)

[See what homes are for sale in every city.](#)

[From Examiner.com](#)

[Is your mind really engaged at work?](#)

Keyword(s)

City, State or Zip

AOL Job Hubs

[Resumes & Cover Letters](#)
[Interview & Salary](#)
[Job Search](#)
[Career Research](#)
[Unemployment](#)
[On the Job](#)

More on Jobs

[My CareerBuilder](#)
[Create a Resume](#)
[Salary Center](#)
[Employment News](#)
[Job Outlook by City](#)
[Unemployment Guides](#)
[Job Alerts](#)
[Post a Job](#)

Popular Industries

[Accounting](#)
[Airline](#)
[Construction](#)
[Customer Service](#)
[Education](#)
[Health Care](#)
[Hospitality](#)
[IT](#)
[Retail](#)
[Sales](#)

Top Jobs

[Administrative](#)
[Driver](#)
[Government](#)
[Manager](#)
[Marketing](#)
[Nursing](#)
[Part Time](#)
[Pharmaceutical](#)
[Security](#)
[Sports](#)
[Work at Home](#)

Job Searches

[Search by City](#)
[Search by Company](#)
[Search by Job Title](#)
[Search by State](#)
[Search by Industry](#)

More On AOL

[Mail](#)
[Search](#)
[Music](#)
[Movies](#)
[Mapquest](#)
[Cars](#)
[Money](#)
[News](#)
[Shopping](#)

AOL Jobs offers the most comprehensive source of jobs through its partnership with CareerBuilder.com. AOLJobs is the place to go on the Internet for job alerts, employment information, career advice and job-seeking tools.

[Site Map](#) | [Terms of Use](#) | [Privacy Policy](#) | [Trademarks](#) | [AOL Downloads](#)

© 2010 AOL Inc. All Rights Reserved.