

10 Interview Questions to Weed Out Bad Fits*

It is always best to practice interviewing and answering tough questions before an interview. But did you know that there is a “method to the madness” behind interview questions? Hiring managers are definitely looking for red flag answers and ways to determine why someone may not be a fit for a role or the organization overall.

Below are 10 questions that are potential ways to rule out a candidate based on the answers they provide.

Practice answering these questions in advance and you’ll have a stronger interview overall! Good luck!

- 1. How long did it take you to get here for the interview? How long would it take at rush hour?** *Few people can tolerate a commute of more than an hour. You may take the job now out of desperation, but you could be seen as a turnover risk in the long-term; and long commutes are among the major reasons for turnover.*
- 2. What do you do for fun?** *It’s a good question to help you discover if you can get really passionate about something.*
- 3. What do you already know about our company and what else would you like to know? Is there anything that you really like, or anything that gives you pause/hesitation about our organization?** *Here’s your chance to ask some really fantastic questions about the company, products, revenue stream, competitors, challenges, social media posts, business strategy, etc. Get specific. Show you want to work HERE not just anywhere.*
- 4. Where do you see yourself being two years from now? Five years from now?** *You’ll show how ambitious you are and/or how realistic.*
- 5. Tell me about a recent time when you had a substantial disagreement with your direct supervisor? How was it resolved? Now that you have the benefit of hindsight, in retrospect, who was right? Be careful here. NEVER bad mouth a past boss, colleague or company. It’s a small world and you never know if the hiring manager your interviewing actually knows that person.**
- 6. Tell me about a business success you’re really proud of. What do you think were some of the components that led to the success? Was it a team effort? Could you have done it alone?**
- 7. Tell me about the last time you made a significant mistake. What did you learn from the experience?** *Everyone has made mistakes. If you say you haven’t, they’ll completely think twice before hiring you.*
- 8. Why do you want to work here?** *Hint: Do NOT say: “I need the job.” “To earn more money.” Etc. Probably not getting that offer my friend.*



- 9. If we talked to your last supervisor, what do you think they would say? What would they say about your outstanding qualities? What shortcomings would they probably point out? *Definitely practice this in advance.***
- 10. You've been in the job market for a while now – where else have you applied and where else did you get an interview? How do we compare? Where does this opportunity rank in your mind? Where are we on a scale of 1 to 10? What would it take for us to be a 10? *In my opinion, this is a super loaded line of questioning. Be careful not to give TOO much info on this, as they may have contacts and relationships at those other organizations. If you haven't done well at those interviews, that may work against you. It's rare, but in today's super connected world, I wouldn't rule it out. The goal here is stress why THIS org is the org for you and what you can bring to the table to help, solve problems, fit in and be an asset.***