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How To Interview Job Applicants Like A Pro

By Derek Marsh

If you are in the process of hiring new employees, you will need a very organized way of eliminating all the bad candidates as well as selecting from the top ones. Start by preparing a list of basic interview questions in advance. Also, while you won't want to read this off like a robot, you should definitely take the time to rehearse it properly.

1. Make A Good First Impression

Remember that an interview scenario is a mutual engagement and the person you are interviewing will at the same time be interviewing you. Thus, you will want to make a good first impression. Have a strong pose, and ooze confidence in your operation and what you are doing. If you can, exhibit flawless communication skill and a very tidy and professional appearance.

2. Explain Everything In Detail

Many interviewees will be somewhat sceptical of your business. They may be wondering, mostly, what the terms of their employment will be and what their hourly wage is, if there will be any benefits, etc. A good place to start is to explain the job and describing the company. Then move on to the heart of the interview. You will want to ask about several general areas, such as related experience, skills, educational training or background, and unrelated jobs. Open ended questions are always preferable to ones that can be answered in one word.

3. Sample Interview Questions

– If you could invent your own perfect job, what would it be like? – How do you structure your time? – What are three things you like about your current job? – What were your three biggest accomplishments in your last job? In your career? – What can you do for our company that no one else can? – What is your biggest strength/weakness? – How far do you think you can go in this company? Why? – What do you expect to be doing in five years? – What interests you most about this company? This position?

4. Nonverbal Cues

Some interviewees may be, admittedly, a bit nervous about the interviewing process. An interviewer that seems alert and interested should be given precedence over one that slouches, yawns, or fidgets. Look also at the quality of their clothing – is it clean and neat, is it obvious that they have ironed their clothing prior to the interview? People that can't even make the effort for an interview shouldn't be considered – being late almost always should discredit them from being considered.

For more great interview related articles and resources check out

<http://weknowrecruiting.info>

Crazy Interview Questions

By Joel Vance

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If you want to get that amazing new job, you are first going to have to learn the answers to common job interview questions. The majority of the interview questions that you have thrown at you will be typical interview fare, but a company may decide to throw you a curve ball in the form of a crazy job interview question. This is starting to happen more and more, it is becoming quite a trend actually, so you need to take some time to learn what these interview questions might be so that you can answer them quickly and in a manner that leads to you getting the job.

There is a method to an employer's madness when they use an 'out of the ordinary' job interview question – and that's to get you thinking fast. In most cases the employer is testing you to see if you can think on your feet or if you are creative enough to work well in this job position. If the interviewer doesn't think you have what it takes because of your answers to the job interview questions, then you will not get the position.

Before you go into any job interview try to keep an open mind. Prep your imagination a bit to get it flowing freely just in case you get some of these crazy job interview questions asked of you. You can't afford to freeze up during an interview; because if you do, it is all over. So go in prepared, or at least as prepared as you can be.

Here are a few of the strange and yet rather common job interview questions that you may run across:

Q) If you were an animal what kind of animal would you choose to be?

Choose an animal that is efficient at everything that it does and one that is often very busy.

Q) What kind of fruit would you be?

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You should choose a fruit that tastes good in a fruit salad along with many other fruits. This can be used to show that you are a team player who works well with others all of the time.

Q) What would be the very first thing that you would do if you won the lottery?

This is a gauge of your priorities. Whatever you do don't say you would quit your job.

Think about the answers to these sorts of job interview questions before you go into the interview. This way even if these particular interview questions don't get asked you will still have an idea of the types of answers that you should be giving.

Joel Vance is a Human Resources 17-year HR expert who's taught at 4 major universities around the country and currently has a best selling book on interview questions at

<http://www.theperfectinterview.com/go/tpiarticle023.php>



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