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Interview Questions For You To Ask Employers

By Laura Adams

Interviewing is a two-way street. Obviously, the organization is using the interview process to evaluate you and your credentials to determine if you are a solid fit for the company's needs. But the interview is equally important for the opportunity it affords you to evaluate how well the company and the position match what you are seeking. Formulating a series of well-thought out questions in advance of the interview will not only help you draw out pertinent information from the interviewer, but also demonstrate your intelligence and sincere interest in the position at hand.

The best questions are those that arise from the initial research you will conduct of the organization while preparing for the interview. Whenever possible, questions should be tailored to the position and company. The following questions will provide you with some ideas and get you started thinking about potential interview questions you may want to consider asking employers during the interview.

– Fit for the Position

What are the most important skills and attributes a candidate needs to be successful in this position?

What are the characteristics of a successful employee in your organization?

Describe the work environment.

What are the challenging facets of the job?

What would be a typical work day in this position?

What is your management style?

What is your preferred method of communicating with your team?

What is the next step in the interviewing process?

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– Company Culture

How would you describe your company culture?

What is the organization structure of your department?

Who are the primary parties that you are responsible to support: shareholders, customers, employees, etc.? How do you go about making decisions when the needs of these groups are at odds with each other?

– Measures for Success

What are your expectations for new employee hires within their first 90 days on the job? Within the first six months?

How and when will my job performance be evaluated?

What metrics are used to measure whether or not you are achieving your predetermined goals?

How will my success in this position be measured?

How is success measured in this department (or organization)?

– The Future of the Organization

What is your vision for the organization (or department) over the next two years? Next five years?

What current major challenges are you facing as a manager?

What is the organization's biggest challenge currently?

What is the organization's competitive advantage in the marketplace?

Laura Adams is a qualified careers advisor with 11 years experience.

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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?

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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