

Interview Questions: What Do Hiring Managers Want?

Marie Raperto, The Hiring Hub



Interviewing questions can be routine or complete surprises and everyone struggles with having the perfect answer. You don't want to sound rehearsed but you don't want to be caught off guard. You

definitely don't want to say anything that won't get you the job. And, I'm sure, you often said to yourself, "That question again." Well, there is a method to the interview questioning madness. Behind every question, the interviewer is hoping to learn more about you – what's your real personality, how do you think, how do you handle yourself. The next time you are asked the same question yet again, here's what the interviewer is trying to find out:

1. **Tell me about yourself.** The interviewer wants to see how articulate you are and what you think are the highlights of your career.
2. **What are your weaknesses?** This question lets an interviewer know how self-aware you are.
3. **Where do you see yourself in five years?** No one wants to hire someone for the short term. Speaking about your career goals will help convince someone that this job is a home for you not a short-term stopover.
4. **Why us?** You may need a job but a company wants to hire

the right person for the job. Be able to explain why their company is the right spot for you.

5. **Why did you leave your last job?** How you work is important. If you can't work in a certain environment or with certain personalities, it's important for an interviewer to know. No one wants to set someone up to fail and a company needs to make sure you can work in their culture.
6. **Do you have any questions?** Show an interest, show the homework you have done. Be remembered for the great questions you asked. Even if you have decided this isn't the job for you, ask questions. You never know what other opportunities will arise.
7. **How would you handle this problem?** Catching you off guard will enable an interviewer to see how you react and how quickly you think. You may not be able to answer the question but how you handle it counts the most.
8. **What would your co-workers say about you?** This question will again speak to your self-awareness and how you related to your fellow workers.
9. **Did you catch the game last night?** This or another type of surprise question can be asked to get you to relax and get a 'real' response.
10. **Hobbies? Outside activities?** How you handle your personal life can say a lot about you and what type of employee you will be.

Time to change your answers!