

# Phone Screen Interview



The purpose of a phone screen is to narrow your pool of qualified applicants. You want to see if there might be a fit before investing time in a more in-depth interview.

**1. What's most important to you in your next opportunity?**

*Follow Up: Why is that important? Tell me more.*

**2. Tell me about your career goals.**

*Follow Up: What inspired that? What's your plan to get there?*

**3. What are your top skills?**

*Follow Up: How did you learn those skills? Who do you look to for inspiration? Do you have an example?*

**4. What's a weakness you have that you're getting better at?**

*Follow Up: How do you plan to get better? How do you like to learn? Do you have an example?*

**5. Are you interviewing with any other companies?**

*Follow Up: Do you have important deadlines or a timeline I should be aware of?*



**Wrap up and align on next steps**