

Career Story Interview



The purpose of this interview is to get a clearer picture of your remaining candidates. Don't hesitate to interrupt and ask follow up questions. You want clear answers and facts to support answers. Hire the best candidate, not the best interviewer.

1. Choose a section of their resume. Let's talk about your experience at _____.

- What did you start out doing there?
- What were some of your successes?
- What was the biggest challenge you encountered there?
- Who was your manager? What feedback did you receive about your performance?

***Follow Up:** Tell me more. How was your performance evaluated there? Do you have an example? What do you mean?*

2. Choose another section of their resume. Let's talk about your experience at _____.

- What did you start out doing there?
- What were some of your successes?
- What was the biggest challenge you encountered there?
- Who was your manager? What feedback did you receive about your performance?

***Follow Up:** Tell me more. How was your performance evaluated there? Do you have an example? What do you mean?*



Career Story Interview

The purpose of this interview is to get a clearer picture of your remaining candidates. This interview should last 45-60 minutes.



3. What are you passionate about outside of work?

Follow Up: What got you first interested?

4. Tell me about a time where you had a challenge in which you failed and learned from that failure.

Follow Up: Who else was involved?

5. Tell me about your favorite manager. It can be any job.

Follow Up: Do you have an example? What do you need from a company in order to excel?

6. How do you see yourself making an impact in this role?

Follow Up: We need the person in this role to handle [insert specific responsibility]. How would you approach getting started?

