

WizeHire Final Interview (page 1 of 2)

This interview should last 45-60 minutes.

The purpose of this final interview is to narrow your view of which of your top contenders has the skills and behavior necessary to succeed in the role and work well in your company/team culture. Determine who stands head and shoulders above the other applicants by asking these questions.

Questions:

1 . Choose a skill the role requires. Then ask them to talk about their experience doing that skill. (i.e. Skill - Graphic Design: Can you talk about your experience and the projects you've accomplished in graphic design?)

- Describe your learning curve.
- What mistakes did you make along the way and how did you overcome them?
- How did/can you achieve mastery?

FOLLOW UP: Tell me more. Do you have an example? Say more about that.

2 . Choose a behavior the role requires. Then ask them to talk about an experience exhibiting that behavior. (i.e. Behavior - Analytical: How do you start research projects?)

- How would you describe your actions?
- What motivated you to act that way?

FOLLOW UP: Tell me more. Do you have an example? What do you mean?

WizeHire Final Interview (page 2 of 2)

This interview should last 45-60 minutes.

Questions:

3 . Can you describe a time when you worked as part of a team to accomplish a particularly tough task?

FOLLOW UP: What does it mean to you to be a team player?

4 . What would you like to put into practice on our team?

FOLLOW UP: What support or resources would you need?

5 . What skill-set would you want to learn or grow from working with our team?

FOLLOW UP: How do you think we could help you with that?

WRAP UP: Do you have any questions?
(optional) What are your expectations for compensation?
Align on next steps: Thank them for the time. Say you'll be in touch soon regarding next steps.