

Twitter Thread by Anthony Disney



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My last thread on interviews talked about KILLER questions to ask.

But, I only gave you a few.

Here are 14 GOLDEN interview questions that will give you an advantage:

1. What is the biggest challenge facing the team today?

You can immediately tell them how you'll help solve the problem.

Or, take their response with you and send them a follow-up email later with your solution.

2. What does greatness look like in this role?

This will give you insight into their expectations.

Also

Use their response and talk about how you've done things in the past that aligns with their definition of greatness.

3. What has your career looked like at this company?

This accomplishes 2 things -

- You'll see what career progression/opportunity looks like at the company.

AND

- You'll get them to talk about themselves. Dale Carnegie taught us that this will make you more memorable.

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Dale
Carnegie

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4. Why did the last person who held this job leave their role?

I know, this one is pretty direct and slightly uncomfortable.

I would only ask this if you sense a bad work environment.

Their answer will be very telling.

5. What is your philosophy on work-life balance?

Along the same lines as the last one - If it feels like they expect you to work crazy hours, ask this question.

Some people don't mind 60-hour work weeks.

I refuse to work more than 45, personally.

Family comes first.

6. What projects would I be tackling in my first 90 days?

By asking this, you're showing a desire to get to work,

AND

You understand what big projects are in flight right now.

After they answer, you can tell them how you've completed similar projects in the past.

7. What does onboarding/training look like?

If you feel you lack the skills to succeed in the role, you'll need to ask this question.

Even if you have the skills, learning their tools, procedures, etc. will require training.

If they don't have a clear plan, it's a red flag.

8. How is success measured in this role?

I love this question because it tells you EXACTLY what to focus on when you start the job.

They should be able to tell you 3-5 metrics they'll be measuring.

Remember them and make these your top priority when you start the job.

9. What's your favorite thing about working here?

This can be illuminating in 2 ways-

1/If they go on and on about things they love, you'll know it's a great place to be.

2/If they can't answer or struggle to find one thing to say, you probably want to run.

10. What's a challenge you face often while working here?

This will tell you what the culture is like and what problems they encounter often.

If you're able to help the company overcome the challenge, now is the time to talk about it!

11. What are you most excited about in your job over the next 6 months?

This will tell you if there's a clear, shared vision for the company.

The interviewer should know what's next for the company and be excited about it.

If they can't answer, RED FLAG.

12. What do you do to ensure the culture remains alive and well?

This is another important one that tells you if this is a good place to work.

If they don't focus on culture, it will be obvious.

Look for team-building, appreciation, work-life balance, and other great benefits.

13. What will my remote/hybrid situation look like?

Remote work has transformed the workplace.

If remote work is important to you, ASK THIS QUESTION.

I look for at least 3 days remote and 2 on-site.

Tell them what you're looking for and confirm it'll work for them.

14. What concerns do you have about me being the right fit?

This is another direct, potentially uncomfortable one.

Maybe they misunderstood one of your answers.

You can clear up their concerns right away if you ask this question at the end of the interview.

There are a variety of questions here that will get you powerful information.

You should pick 2-3 to ask at the end of your interview based on what you need from them.

Pick at least 1 to help you prepare for a 2nd interview.

Pick 1-2 to find out more about the company/culture.

If you got anything from this thread,

Help me get it in front of more people.

RT the tweet below.

Have a great day!

<https://t.co/AB5HMOyNWA>

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— Anthony Disney (@buildinglegends) August 1, 2022

I sent this list to my email subscribers last week.

Join the list to get insights like this WEEKLY!

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<https://t.co/u2QIIR1ewO>