

Developing Interview Questions Answers

Below are some problems to test your knowledge of the information in this segment. Check the answer you feel is most appropriate.

1. An open probe is an open-ended question designed to have a person elaborate on their answer.

TRUE ___FALSE

You are correct...

A question that requires either a yes/no answer or an answer of limited response is called a closed probe. In an interview situation, you should avoid using closed probes. Your objective is to listen while the candidate tells you about his/her skills, experience, knowledge, and behaviors. Use open probes to get the candidate talking.

2. To determine a candidate's persistence, you might ask: "Do you consider yourself a persistent person?"

___TRUE FALSE

You are correct...

This question is a closed probe and only requires a yes or no answer. A more appropriate question might be: "Describe for me a work situation where you had to overcome resistance. What were the circumstances, how did you deal with the resistance, and what was the outcome?"

3. Skill-based questions encourage a candidate to give specific experiences about the past that emphasize their technical skills.

TRUE ___FALSE

You are correct...

Rather than asking a candidate whether or not he or she knows how to perform a particular technical task, ask them to describe situations in their past where they actually performed the task. This will give you a much clearer view of the candidate's capabilities.

4. You should seek contrary evidence to support your decision not to hire a candidate.

___TRUE FALSE

You are correct...

The idea behind seeking contrary evidence is to seek out a balanced view of the candidate. When you get an answer to a question that is exactly what you are looking for or an answer that appears to disqualify the candidate, seek contrary evidence.