



turning the tables

GREAT INTERVIEW QUESTIONS



"I WAS PLEASANTLY SURPRISED TO DISCOVER HOW MUCH BETTER MY INTERVIEW WENT BY ASKING THE RIGHT QUESTIONS."

Staffing firms offer many ways for people to network, find employment and establish careers. But they can also offer something less apparent but equally as valuable: a safe place for candidates to practice and sharpen essential interviewing skills. These include practicing presentation capabilities, honing listening skills, properly using body language, and managing anxiety during interviewing and testing.

Another important skill frequently sharpened through interaction with staffing firms is developing constructive interview questions to ask potential employers. Knowing what to ask and how to ask it can make way for a higher quality interview and a more thorough view of the job and organization. Here are twelve constructive, uncommon questions to ask during an interview:

1. What distinguishes your company from other companies as a better place to work?
2. What percentage of your company's employees began as temporary employees?
3. Why was this position created? If not a new position, why is this position vacant?
4. How does this position impact the financial success of your company?
5. Will I report to one person or will multiple people have an impact on my job duties?
6. Who will provide the training I need to meet your expectations in this position?
7. How are problem solving and decision making accomplished? Is there a formal process?
8. How are temporary and direct employees rewarded for positive performance?
9. How and when will you know if you've secured the right employee for this job?
10. When good performers leave the company, what are their top reasons for doing so?
11. What is your company's philosophy on work/life balance?
12. What do you think your competitors are saying about your company?



“THERE’S AN ART TO ASKING QUESTIONS DURING A JOB INTERVIEW. RATHER THAN JUST ASKING THE STANDARD ONES, FORMULATE QUESTIONS THAT WILL YIELD INSIGHTFUL AND USEFUL INFORMATION ABOUT THE COMPANY YOU’RE INTERVIEWING WITH. THIS IS ONE OF THE MANY UNEXPECTED SKILLS I LEARNED THROUGH INTERACTION WITH MY STAFFING FIRM.”



“I THOUGHT MY TEMP FIRM WAS JUST A PLACE TO FIND TEMP WORK. BUT I FOUND THEY OFFER MORE THAN THAT, LIKE WAYS TO PREPARE FOR INTERVIEWS AND PRACTICE YOUR JOB SEARCH SKILLS THAT AREN’T AVAILABLE ELSEWHERE. IT’S LIKE A ONE-STOP SHOP FOR EMPLOYMENT!”

Staffing firms offer many productive means for candidates to prepare for interviews—like understanding constructive questions to ask and getting several chances to use them. This allows job seekers to obtain valuable insight into potential employers and ultimately find the ideal temporary assignment or direct hire opportunity. A staffing firm is not only an employment source, but it is also an employment *resource*.

ATTENTION JOB SEEKERS!

Want to know how to get the information you *really* need out of your next interview?

Altres Staffing can show you how! Contact us to:

- ◆ Help you formulate insightful questions
- ◆ Give you tips on what to expect at certain interviews
- ◆ Offer constructive criticism on your interview style
- ◆ Provide feedback on interviews attended