

The Why Behind Interview Questions?

Often wondered why you were asked certain questions at an interview? Generally the interviewer is trying to get an overall picture of you and how you will fit into their company. They are not trying to catch you out, you have got this far because they liked what they read about you on your CV. Now they want to find out:

1. If you can do the job
2. Why you want this job in particular
3. If you will fit into the organisation

We have in this publication highlighted four areas an interviewer might concentrate on and the types of questions they will ask you to find out more about **you**.

Ability and Aptitude

Employers want you to convince them you can do the job, while also wanting to see how flexible you are and how you can handle change. To glean this information from you they may use the following types of questions.

- We live in an ever changing world, and the way we do our work is no different, it too is constantly changing – how do you feel about this?
- Have you ever had to change the way you have been doing something that has worked fine for you for a very long time? How did you handle the change? Can you give us an example?
- Would you say you are open to new ideas and new ways of doing things?
- What subjects did you find easy and what did you find difficult at school/college? How did you cope with both?

Motivation and Achievement

Employers will want to ascertain how driven you are to achieve your goals – even in the smallest of things. They use the following types of questions to find this out;

- Can you give me an example of an occasion when you had to fight against the odds and won out? What was it that carried you through? How did you feel?
- What would you say is the most important reason for working? And how would this job help you fulfil that purpose?

Attitudes and Values

Employers look for people to fit into their organisation. They need you to do the job but they are also interested in 'you' the person. To find this information below are examples of the type of questions they will use.

- Sometimes we find ourselves having to do things at work which we feel uncomfortable about. Can you tell me about a time when you found yourself in this position and how did you react? Did it change the way you felt about your boss or the company?
- It's a competitive world out there, and companies are having to change how they do business to keep up, do you think things are changing for the worst or the better

Maturity

Employers are keen to employ people who learn from experiences, both good and bad. They will use questions similar to the ones below to find out how you handle situations, learn from them and move on.

- Can you tell me about some recent occasion, when things went wrong at work and you caught the flack? Where do you think the problem lay? How would you have handled things if you had to go through it all over again?
- Sometimes we find that we have a boss or colleague we would prefer not to have to work with. Have you ever had to work with someone like that? How did you handle them?
- Have you ever worked for someone you really admired as a boss? What was it you admired most about this person?