

RIGHT *choice* SYSTEM

In-Depth Interview Sample Questions



Questions for the In-Depth Interview

Please select as appropriate from the following recommended questions.

“Now that you’ve had some time to think about the opportunity, let’s talk more about why you might be successful in this business.”

Level of Performance



- As you see it, what do you get paid to do in your current position?
- Describe a typical week in your last (current) job, outlining your major responsibilities.
- What objectives were specified for your position(s), and how did you meet them?
- Describe your major accomplishments and which ones you found most challenging.
- How many evenings do you work? Saturdays/Sundays?
- What type of hours do you think you would need to work to be successful in this business?

Attitudes and Values



- To what extent have you felt committed to your job(s), the organization, and others you've worked with?
- What were your objectives in joining your present company?
- What do you dislike doing?
- How do you measure success?

Conditions of Performance



- What other people did you have to depend on to do your work?
- Who depended on you?
- What kind of direction did your supervisor give you?
- Describe your working environment at current company.
- How much rejection have you encountered in your jobs? Explain.
- How have you handled it?

Knowledge and Skills



- Explain what you had to know or learn to do your job effectively. How did you gain the knowledge?
- In what ways have you developed to take on more responsibility?
- What do you consider to be your major strengths and weaknesses for this kind of professional opportunity?
- Can you explain complicated concepts or processes effectively? Cite an example.
- Have you ever made presentations to small and/or large groups? Describe.
- Can you persuade people to accept a new idea? Explain.

Natural Market Review



- When you think about your natural market, what name is first on your list and why?
- When it comes to categorizing the people in your natural market, how would you go about it? Would you follow certain procedures or a process?
- Would it be comfortable for you if we decided to call someone from your natural market list? Which three people would you choose?