

**\*\*BONUS REPORT\*\***

**The Trickiest Interview Questions and  
their Answers**

**By:**

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**1. “Why do you want to work here?”**

This is where your time spent researching the company, previous to applying or coming in for the interview pays off. If you know anything specific about the person you are interviewing with, feel free to compliment the interviewer on their previous successes. You can state that you have heard good things about that person through previous associates and you would be excited to have the opportunity to work and learn from him or her.

With regard to the company, reply by choosing one or two positive attributes such as the company’s focus on customer service or their sustained growth rate over the past ten years. You can state that these are the areas you find extremely important and you were happy to see that Company X had those attributes. As always position your answers with the company’s benefit in mind. While the interviewer is asking why you want to work for the company, dedicate a portion of your answer to why the company should want you also.

**2. “Tell me about yourself?”**

This is usually the first or second question you are asked during the interview. Mostly the employer wants to “break the ice” by easing you into the interview by having you talk about something easy, like yourself! Well, as with any interview, there are always additional objectives and some of these may include:

- See how you handle yourself. Are you confident and well-spoken? Do you look the interviewer in the eyes when you speak or are you looking down?

- To find out more about your personality along with likes and dislikes outside of the regular business environment.

Be careful with your response. There is no need to go into personal items such as your marriage, kids, religion or political affiliations. Spend half your time discussing personal aspects that the employer may not know from your resume, such as your love of world travel or your creative drawing skills.

While it is good to discuss these personal aspects, it's even better if they can relate to the job somehow. Maybe the job requires creativity and you can emphasize your qualifications for this job by discussing your art studio you have at home. The remaining half of the time responding to this question can be spent on discussing you, as an employee. Let the employer know that you are passionate about your work and take great pride in the success you have attained for your past employers.

### **3. “What are you looking for in your next job?”**

Again, be honest here. There's no reason to make things up just to make the employer happy. If the job is not what you're looking for, then you don't want it. If you applied for the job and accepted the chance to meet them in person, we'll assume you are interested in the company and the position.

Tell him or her what are some of the aspects of the job description or company that intrigue you about the position. Do you like large, well-known companies and is this company one of them? Are you a fan of their products and a loyal customer?

Whatever it is, utilize your positive feelings when answering the question and, as always,

keep in mind the other party. The employer has two interests in mind with this question:

1. They want to make sure the job they have to offer is the type of position you are pursuing.
2. They want to know, as the old saying goes, “What’s in it for me?”

A sample response could be “Being a loyal customer with your brand, I am interested in working for a company such as yours that emphasizes quality products along with great customer service.” (Compliments here and there throughout an interview are a great strategy, but don’t overdo it). Continuing on, “I have spent much of the time in my present position working toward the highest level of customer service.”

So the employer starts to feel comfortable that you would easily fit into his or her organization, you can follow-up with “ I have researched your company and feel confident that it is the type of place I am looking for. The people I’ve spoken with seem happy and friendly and we share the same hard-working ethics.”

#### **4. “Where do you see yourself in 5-10 years?”**

It’s difficult to find good employees. Anyone who has ever had to conduct interviews and hire someone knows this. The interviewer doesn’t want to hire someone only to find out that the person plans on moving to a far away state in the next year or that he is planning on changing careers soon. She wants to know that you will be around for awhile. That doesn’t mean you need to insinuate you will still be with the company in 10 years, but you want to emphasize stability along with a desire to learn and grow.

“I would really like to settle down with a company that I can be proud of and continue to grow and learn. As long as I continue to be challenged, I would envision staying with your company for many years. I consider growth an important part of my career and I

would like to take on additional responsibilities as the years go on. As my responsibilities increase, so does my opportunity to make an even greater, positive impact on this organization.”

##### **5. “What are your strengths and weaknesses?”**

Here’s the question everyone cringes when they hear it. No need to be afraid. Be honest and always have a positive twist to all answers. Let’s start with your strengths. Since you read over the job description many times in order to prepare for the interview, you are an expert on the key words and qualifications the employer is looking for in their next employee. Utilize this knowledge when you answer the question.

If they are looking for an extremely organized person with great communication skills, discuss one or two examples of when you showed these skills. Maybe in your last job, you improved communication by writing weekly emails to key individuals in order to give them updates on major projects. Perhaps you spearheaded a project where you juggled multiple tasks and you not only organized yourself, but also the group as a whole.

Now onto the weaknesses. Everybody has something they can improve upon. Choose an aspect of your work life that you need to improve upon and position your response as “something to improve upon,” not as a weakness -- there is a difference. My favorite way of answering this question is like this: “I believe effective communication is a weakness for most individuals and companies as a whole. I can always improve upon my communications, both written and verbal. I set this as a goal last year and I’m happy to say that I am much better now that I have concentrated my efforts on achieving it.”

You can go on to say “For example, over the past few months in my present position, I have set up a quick half hour weekly meeting with each of my staff members in order to

discuss ongoing projects and also answer any questions he or she may have. Many mistakes happen because of lack of communication or miscommunication and both my employees and I have found these meetings to be extremely worthwhile.”

You were honest with one of your weaknesses and you discuss what you have been doing about it. The key here is to make sure you ARE working on your weaknesses and have an example.

#### **6. “Why should we hire you?”**

“Why not?” is not the best answer to this question! Let’s see what is a more appropriate response. As you did with your achievements on your resume, make sure you discuss specifics when answering this question. If the three major requirements of this job are:

- Increasing business partnerships
- Supervising a staff of four
- Managing a departmental budget

Address each point separately. “ In my previous job, I was able to acquire five new clients in the first year.” (Companies always love when employees can get up to speed quickly and start contributing FAST.) “Currently, I have a group of three programmers and one coordinator working in my group.” Lastly, “My past two jobs have required me to create and manage an annual budget.” Some other general statements you can make include: “I am a quick learner and can begin to add value to the company immediately.”

## 7. “Do you have any questions?”

This is probably the last question the interviewer will ask you, so make sure you end with a bang. I urge you to prepare 4 to 6 questions before hand and write them on a notepad. You may think of other questions as you go through the interview, but at least you have a back up plan in case you don't.

Make sure you ask questions you really care about, don't just ask a question because that's what the experts tell you to do. This is your time to find out more information about this company. The company is interviewing you, but keep in mind that YOU are also interviewing the company.

Some good questions to ask are:

- What is the financial status of the company? Is it profitable? (Always good to get the broad picture of the company, so you don't make a mistake by signing on with a company that goes bankrupt in six months)
- Is this a new position or did someone leave this position? If someone left, why did they leave? Were they promoted or did they leave the company? (Good indicator of a few things: If the person was promoted, you now have positive evidence about the company's culture and how they treat and reward employees. If the person left, you can also understand a little more about the situation and why it happened)
- What do you like most about the company? What do you like least? And why? (This is always an interesting question, especially when you can ask it to several people at the company. This gives you a chance to compare answers and definitely see the weaknesses and strengths of a company)

- How would you describe your management style? (Especially good if the person you are interviewing with would be your direct supervisor)
- What traits are you looking for? (Most of the people you are speaking with did not directly contribute to the job posting description. It is always good to find out what certain individuals are looking for in their next hire)