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Top 10 hr interview question and answer

A job interview is the gateway to landing a job, so you should prepare for the opportunity to receive an interview question you don't know how to answer. This can even happen to people who have done thorough research on a potential employer and have extensive experience in the profession for which they are under consideration. The typical advice is to prepare for difficult questions, but going through a long list of questions and practicing how to answer each one does not preclude you from feeling confused by a difficult question. There are several options available to you: admit that you don't know the answer and move on to the next question, offer an answer that appears in connection with the question, or ask a probing question and see if your interviewers will throw you a bone. Along the way, an interview question could produce a visceral answer, such as a bad taste in your mouth, and you won't have a good answer. If an interviewer asks what company you would ideally work for, you might fall into a trap. Career Builder's Rachel Zupke writes that you should never say that you would choose a different company than the one in which you interview. Bring the focus back to this particular job. Say I love the opportunities that are currently available in your organization and I am eager to share what special assets I can bring to this job. To dismiss the question, try if it's all right with you, I'd like to move on to the next question. Trying to answer a question is a risk to take if you don't want to lose points on the interview rating sheet. If you get a question about why you were laid off, answer that you were never sure of the cause, but you always did your best. If you get a technical question that stumps you up, be honest. Say I don't know the technical answer, but I wanted to talk to people in my department to get this information. Let me tell you about a similar problem I solved in my last job. Talking about a related problem could earn you points for technical expertise. Your employer can ask questions that don't really have a correct answer. In this case, your answer is just a chance for the employer to measure your personality. You may be asked for something that seems independent, like Tell Me What Superhero You'd Like to Be and Why. You can go full force in your response, or you can first say something like What kind of superheroes would fit best here in your business? or What has been the most popular reaction? If you are discussing your favorite superhero, ensure that you connect the character to what you can offer the organization. Or use the opportunity to share winning aspects of yourself, such as being a comedian or excelling at steep-faced climbing. About the author Audra Bianca has written professionally since 2007, with her work covering a variety of topics and appearing on various websites. Her favorite audience to write for is small and job seekers. She has a Bachelor of Arts in history history a Master of Public Administration from a Florida public university. Welcome! Ad Practitioners, LLC collects data to provide the best content, services, and personalized digital ads. We work with third-party advertisers who can use tracking technologies to collect information about your activity on websites and applications across devices, both on our websites and across the Web. For more information about your privacy choices, see our privacy policy. You can make a request for data subjects at any time. Even if you choose not to have your activity tracked by third parties for advertising services, you'll still see non-personalized ads on our site. By clicking continue below and use our websites or applications, you agree that we and our third-party advertisers may: transfer your personal data to the United States or other countries and process your personal data to show you personal ads, depending on your choices as described above and in our privacy policy. this link is to an external website that may or may not meet accessibility guidelines. What are some trick questions in job interviews and how should applicants deal with them? originally appeared on Quora - the knowledge-sharing network where compelling questions are answered by people with unique insights. When a company interviews you, the last thing on their mind is to trick you. They want to get to know you better and determine if you are the right fit. Conversely, you're not there to answer questions. You are there to determine if the company is right for you. An interview is an exploratory conversation, not a one-sided interrogation. Here are some of the most frequently asked questions during an interview and what I, the person conducting the interview, are really looking for. Why did you leave your previous job? What I'm really looking for: I'm looking for you to reveal what it's like to work with you, because when we talk about others, we really talk about ourselves. How to handle it: Say something honest that speaks to the future, such as, I was ready for the next opportunity. What not to say: Never complain or criticize the place where you used to work or someone you used to work for. What are you looking for in your next opportunity? What I'm really looking for: I want to confirm that what you want matches what I offer. I want us to be compatible. How to handle it: Be sure to study the company and job description and go in with clarity on what they want to find. You should also be looking for the best possible fit. What not to say: Anything that reveals a lack of connection between the company I work for and the person I'm interviewing. I just really need a job can be honest, but it helps me determine why you are the best candidate for the job. What I'm really looking for: I'm looking for a quick overview of your work history, but I'm also looking to see what you highlight. Ideally, what you talk about with the most is what I need most. How to handle it: Make the answer as specific, focused and short as possible and put a question back. I have worked in the communications industry for 20 years and am curious to know what the ideal candidate looks like to you, which would provide context for what I will tell you more about. Make it a conversation. What not to say: Don't use catch phrases. I'm a go-getter. Don't launch into a detailed laundry list of all the things you've done. Long responses result in people fine-tuning you. What's your biggest weakness? What I'm really looking for: Everyone has weaknesses. I want to know if yours is compatible with my candidate search. For example, if the job is to lead a team thoughtfully, I don't want to hear you'd rather make a bad decision than no decision. How to handle it: Do your homework, be honest with a weakness that you really struggle with. I am excited and as such sometimes struggle to prioritize. Being honest with a weakness means you end up in a job that's right for you. What not to say: Please don't say I'm a perfectionist. Perfectionists are reluctant to try new things, and as such don't grow as fast as people who are less afraid to fail. Give me an example of a mistake you made and how you fixed it. What I'm really looking for: Everyone makes mistakes. I'd like to know if you're self-conscious and coachable. I'd like to see if you have courage and accountability, or if you put the blame on others. How to handle it: State an error, own up to it, then explain how you found a solution. The whole answer must be both clear and short. What not to say: I never make mistakes. And I would never have done this one if it hadn't been for my boss who consistently used me to cover his own. What salary are you looking for? What I'm really looking for: I really want to know how much you want to see, I understand my budget constraints, I can afford you. How to handle it: Choose a series that's fair and that would make you happy for the next 365 days. What not to say: Candidates who answer this question clearly are always taken more seriously than those who refuse to answer. Where do you see yourself in 5 years? What I'm really looking for: I want to know if you're a long-term player. Wear and feel bad for my business. How to handle it (if you don't have a 5 year plan): I'm looking for a position where I can ideally grow in the company. In 5 years, I hope to learn and grow. What not to say: I don't know, it's OK not to know, but it doesn't help to distinguish you from other candidates. Why would you get that job? What I'm really looking for: A top-line summary of your strengths and how clearly you deliver them. How to handle it: Practice. Have this answer ready. The general message should be the attributes you are looking for match my natural strengths, and my track record proves this. What not to say: Something that reflects you thinking of yourself and not the company. Because I am the one is less impressive than because I know how to contribute to the business exceeding business goals. When a company decides that they want to hire you, they will ask for references. Don't just give them the contact information: follow up. Call your references and say This company is specifically looking for someone to lead their team. I would really appreciate if you could highlight the work we did when I was in charge of the xx project and how I handled it and how I handled it and how I made sure everyone felt listened to. This question originally appeared on Quora - the knowledge-sharing network, where compelling questions are answered by people with unique insights. You can follow Quora on Twitter, Facebook and Google+. More questions: questions: