

4.7: Other Interview Questions

Other Interview Questions

This chapter will discuss:

- Situational Questions
- Follow Up Questions

Situational Questions

Situational questions gather information about what a candidate **would do** on the job. Remember, Behavioral Interview Questions focus on what the candidate **has done**.

Why would you use situational questions? Because not all candidates have experience in the areas you're gathering data in. For example, you could ask a candidate, "What would you do if you noticed a teammate performing a task in an unsafe manner?" Your candidate may have never experienced this before. If you use a situational question, you can ask what they *would do* instead of what they *have done*.

Follow Up Questions

Follow up questions allow you to get the rest of the story - the parts the candidate did not share. Figure out which piece of the story you're missing (which part of the STAR), and ask a question to get it.

An example of a common follow up question is: "How did that situation turn out for you in the end?" This question will help you get the R in STAR, or the Result.

Job Fit/Organization Fit

Whether or not a candidate fits the job or the organization is important to find out. If they are not a fit for the job or the organization, they will likely leave the job/organization for something that is a better fit for them, impacting your retention, training costs, etc.

The questions we've asked up until this point (Behavioral and Situational) tell us what the candidate **CAN** do. Fit will give us a better idea of what they **WILL** do, and what they **WANT** to do. Remember, just because someone **CAN** do, doesn't mean they **WILL** do.

Can you think of any examples of a job you would not be a fit for? Or, an organization?

The Can Do-Will Do Model

Review this image to better understand how FIT works.

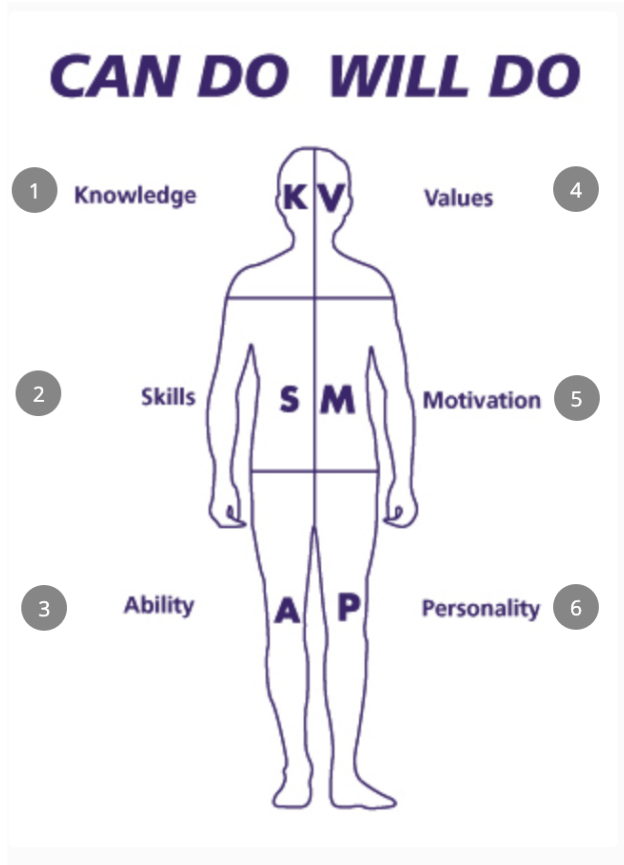


Fig. 1: Can Do: Knowledge, skills, ability ; Will Do: values, motivation, personality. [The Can-Do-Will Do Model](#). Avatar Management Services.

This information is in a PowerPoint and is available as an attachment below.

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