






# **10 Interview Questions That Reveal the Most About a Candidate and What They Uncover**

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QUESTION	WHAT IT UNCOVERS
<p>1 When you leave work feeling energized and accomplished, what did you spend your day doing?</p>	<p> Reveals what truly <b>motivates</b> them. Helps match the candidate's natural strengths to the role.</p>
<p>2 Tell me about a time when you had to figure something out without much direction. How did you approach it?</p>	<p> Tests <b>problem-solving, initiative, and adaptability.</b> Shows how they handle ambiguity and fast-paced environments</p>
<p>3 What's a lesson you learned the hard way in your career? How did it change your approach?</p>	<p> Identifies <b>self-awareness and resilience.</b> Differentiates those who evolve from mistakes vs. those who repeat them.</p>
<p>4 If I were to call your last manager, what would they say is the #1 reason they loved having you on their team?</p>	<p> Forces an authentic response—less scripted than 'What are your strengths?' <b>Reveals how they add value</b> in real-world team dynamics.</p>
<p>5 Walk me through a time when you influenced a decision that wasn't your call to make. How did you do it?</p>	<p> Assesses leadership, persuasion, and ability to navigate workplace dynamics. Shows their approach to <b>influence and stakeholder management.</b></p>
<p>6 We all hit roadblocks. Tell me about a time when you hit a wall and had to change your approach to succeed</p>	<p> Distinguishes fixed vs. growth mindset hires. <b>Evaluates grit, adaptability, and creative problem-solving.</b></p>

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<p><b>7</b> Think about the best team you've ever been part of. What made it great, and how did you contribute to that?</p>	<p> Tests <b>collaboration, culture fit, and emotional intelligence.</b> Shows if they elevate a team or just 'fit in.'</p>
<p><b>8</b> What's something people often assume about you at work that isn't true?</p>	<p> Uncovers <b>self-perception and hidden strengths.</b> Can reveal adaptability, communication gaps, or overlooked capabilities.</p>
<p><b>9</b> What's an example of a time you went above and beyond when no one expected it?</p>	<p> Distinguishes fixed vs. growth mindset hires. Evaluates <b>grit, adaptability, and creative problem-solving.</b></p>
<p><b>10</b> If you got this job and crushed it, what would success look like 6 months in?</p>	<p> Tests <b>goal-setting ability and strategic thinking.</b> Shows whether they take ownership of results or just 'do the job.'</p>

## Struggling to Find Talent?

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