

Candidates' skills and qualifications questions

- Do you have experience using X software for Y purposes?
- · List all software you have used that's related to this position.
- Are you able to communicate (orally and in writing) in X language at a native level?
- Do you have a valid driver's licence?
- Mention two or three projects you have worked on that are relevant to this position.
- Can you provide a sample of your work? (e.g. link to an online portfolio or upload an attachment)

Cultural fit questions

- Why did you apply for this position?
- Why would you like to work with our company?
- How does this position fit in with your long-term goals?

General questions

- · How did you learn about this job?
- Please list three references and their contact information.

Mini-tests that assess specific skills

Application form questions can also provide you an opportunity to review skills for certain roles. For example, if you're hiring:

- Editors, ask them to edit a short piece of text.
- Engineers, ask them to debug a piece of code.
- Translators, ask them to translate a paragraph.

Keep in mind, these tests won't fully represent applicants' skills, as in some cases it might be easy to search online for the correct answer or seek help offline. Combine these mini-tests with <u>preemployment assessments</u> later on in your hiring process to get a fuller view of candidate qualifications.

Tips on how to evaluate candidates' answers in job application form questions

 Use them to ask more detailed questions later. Application form questions are good starting points for your <u>phone</u> or in-person interviews. For example, ask candidates to describe their past projects in detail, or elaborate on career goals they list in the job application.

Answering Job Application Questions

Wenbin Ji

Answering Job Application Questions:

Job Interview Derrick Foresight, 2020-08-08 This book consists of two titles which are the following Book 1 Are you nervous about your job interview Do you have the feeling that you are not prepared to face an invasive number of questions about your accomplishments and career choices Well have no fear my friend You are at the right address This book can guide you along Topics that will be discussed in this book include how to make a lasting first impression asking specific questions about your motivation how to dress what to bring how to react on the phone if applicable how to show your interviewer that you are listening and interacting etc Book 2 This book will lead you in your next job interview It will help you understand the reasons why interviewers ask specific questions and how to answer them Being prepared for those questions can increase your chances of getting the job you want It will also show you which questions are smart to ask your potential future employer because as opposed to what some people may suppose this is an important part of the interview to show how passionate you may be about your future job Last but not least most people forget to follow up and simply wait for the interviewer to contact them This is a big mistake If you want to stand out among the crowd it is important to follow up after the interview and show how driven and motivated you are *Job Interviews: Top Answers To Tough Questions Lees,* John, 2012-07-01 I would recommend this book for anyone who is anxious about interviews or who wants to improve their interview performance Phoenix May 2012 In a tough market with strong competition for just a handful of roles you need to be the best on the day Only careful preparation and ensuring you match everything you say and do to the specific role employer and eveninterviewer will position you as a serious contender for the role John once again combines a proven thorough approach with practical tips that will equip you with the skills examples and confidence required to achieve interview success Isabel Chadwick Managing Director Career Management Consultants Ltd John s book is a great asset to anyone who fears the interview process Aswell as some very practical and useful exercises designed to help capture powerful information and to get you thinking he gives a fascinating insightinto the psychological processes making it much easier to understandand put yourself into the shoes of the interviewer John's style is veryaccessible demonstrating his years of experience and translating it into an easy to read collection of hints tips and guidance I suspect a lot of interviewers will also want to use this book to help them raise their game Kerwin Hack Consultant Director Fairplace Cedar This book is an extremely comprehensive guide on how to succeed in jobinterviews John takes you backstage into the mind of the interviewers soyou can understand what they are thinking and what they really want toknow when asking a range different of questions Getting a job interviewinto today s difficult employment market is a privilege This manual willhelp you to be much better prepared so that your next job interview becomes a positive opportunity to show what you can really offer not anordeal to be feared He covers everything from warm up questions to thetricky issue of salary Simon Broomer Managing Director CareerBalance John Lees is the career professional s professional the doven of careersexperts His books and advice have

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