



Recruitment & Selection Workshop

Examples of Direct, Open-ended Questions

These questions are examples of direct, open-ended questions that can be incorporated into a selection interview. They are non-discriminatory, and are meant to be combined with other types of interview questions to form a comprehensive selection interview.

When conducting an interview you can use these questions verbatim, or use them as thought starters to design your own questions.

Interest in/understanding of: job/department/organization

Tell us what you know about this position, and why you think you are a strong candidate for the position.

What is your interest in working for Mount Allison?

Comparing the job that you currently have, and the job that you are applying for here: in what ways are they similar and in what ways are they different?

Overview of skills/attributes

What do you consider your greatest professional strengths? Why?

What do you consider your greatest professional challenges?

How would you define your management style?

Career Goals/Aspirations

What are your long term career goals – say 5 years from now?

If you could design your “perfect job” – what kinds of things would you be doing on a daily basis?

How does this job you are applying for fit into your longer-term career plans?

Accomplishments

Tell us about what you feel is your greatest work accomplishment to date. Why do you feel this way?

Have you received any special recognition in the workplace or in the community that you would like to share with us?