## **7 Interview Questions Every Employer Should Ask**

Artisan Creative - Tuesday, March 19, 2013

Whether you’re a veteran interviewer or [hiring your first employee](http://www.artisancreative.com/_bpost_9716/Tips_for_Interviewers), you’ll probably agree that the interview is the most important part of the [recruitment process](http://www.artisancreative.com/_bpost_9716/7_Reasons_to_Use_a_Recruiter_to_Find_Talent). Therefore it’s critical to ask the right questions. While our version of the [Proust Questionnaire](http://www.artisancreative.com/_bpost_9716/The_Proust_Questionnaire_for_Creatives) offers a few out of the box questions (designed in some cases to stump potential employees or just see how creative they can be), here are a few of the more typical questions every interviewer should be asking:

1. **Tell me about yourself.**– This type of open-ended question is a great way to start your interview and put your candidate at ease. It should be easy to talk about yourself! It also gives you an opportunity to witness both confidence and [communication skills](http://www.artisancreative.com/_bpost_9716/Body_Language_Tips_for_Creatives) first hand.
2. **Describe a time when something went wrong at work and how you dealt with it**. - This question is ideal for learning about how your potential hire will handle the pressures of life and conflict in your office. Answers here also demonstrate [problem solving skills](http://www.artisancreative.com/BlogRetrieve.aspx?BlogID=9716&PostID=803105) and culture fit.
3. **How would your boss describe you?** – This is a great way to ask the “strengths” and “weaknesses” question without actually asking it. It also provides some insight into how your working relationship with the potential talent might be. Does the answer describe a person that would fit well within your organization?
4. **What role do you usually play in a team?**- The answer to this question should compliment the answer previously – is the way your coworkers see you the way you actually perform in your company? This question also provides insight on personality and [autonomy](http://www.artisancreative.com/_bpost_9716/Putting_the_We_in_Teamwork).
5. **Where do you see yourself in five years?** – The perfect question for uncovering candidate motivations, answers help determine whether your company and the opportunity presented are a good fit for the interviewee. Will they still be with your team in five years or will they quickly outgrow your department or company?
6. **Tell me about a favorite project you worked on and why it’s your favorite.** – [Resumes](http://www.artisancreative.com/BlogRetrieve.aspx?BlogID=9716&PostID=364666) offer a list of responsibilities and accomplishments. Answers to this question should reveal the story behind the bullet points, the passion for the project and the genuine interest for the work. If any of these are missing, perhaps the interviewee is in the [wrong business](http://www.artisancreative.com/BlogRetrieve.aspx?BlogID=9716&PostID=358106).
7. **Do you have any questions for me?** - This is the perfect way to “end” an interview as you turn the tables, engaging the talent to then [interview you](http://www.artisancreative.com/_bpost_9716/25_Questions_to_Ask_During_A_Job_Interview). Not only does it demonstrate your company’s appreciation for open dialogue, but also lets you know whether the potential job seeker is definitely interested. If they answer “no” – then they are probably not the best fit.