



ART OF COACHING PODCAST™ EPISODE 372:
HIRING TIPS PT 2: ASKING THE RIGHT INTERVIEW QUESTIONS

If you created a one page doc that clearly defined success for a new hire, what would be on it? What would they need to do, build, or solve in the first 30, 60, or 90 days to prove they belong?

Are your interview questions exposing how someone thinks, or just how well they've practiced? Based on what you heard in the episode, write out 3 to 5 examples or adaptations that would push a candidate to show real initiative and problem solving ability.

Of the four key dimensions—personality, professionalism, initiative, and problem solving—where do you tend to place too much or too little weight? How can you balance your evaluation across all four?



What is one real-world task or challenge you could introduce during the interview to see how someone thinks on their feet? How would that change what you learn compared to a typical Q and A session?

When someone gives a polished but shallow answer, do you press in or move on? What's one follow-up question you could ask to cut through the surface and get to who they really are?

If you moved the interview to an informal setting like coffee or dinner, what behaviors would make you uneasy about hiring that person? On the flip side, what green flags would show you they're someone worth investing in?



Art of Coaching Podcast™

ABOUT



Join us as we dive more deeply into what it takes to change attitudes, outcomes & behaviors across a variety of world-class environments. Our guests include a wide range of professionals ranging from coaching, law enforcement, scientists, managers, military and entrepreneurs.

While I may originally be a strength and conditioning coach by trade- my work now spans across the corporate realm, military setting and beyond. If you work with people in any capacity and are fascinated by what makes them tick, this show is for you!

Each episode is packed with tactical insights as we prioritize providing you with key take-aways, instead mass produced "surface level" advice. Expect to be challenged, expect to be surprised and expect to maybe find a few laughs along the way as well.



Art of Coaching Podcast™

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