

# Just Ask Me.

Reframing the way we think about Interviews.

A COLLECTION OF INTERVIEW QUESTIONS FOR YOUR CONSIDERATION.



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@beardedbastards

# Just Ask Me.

Reframing the way we think about Interviews.

When we reframe the conversation about how we work.

We reframe the way we think about people.

The stories we tell ourselves and each other; about why we are the way we are . . . and where we fit . . . and what we can contribute.

We enable ordinary people to do extraordinary things.

To level up and lead. To do the real work that needs to be done.

To help us build a more creative and resilient company.

That's the unfair advantage.



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# Just Ask Me.

Good Questions Matter.

Good questions shine a light in places we didn't think to look.

They push us forward and open doors to areas we can't have seen from a resume or a phone call. They challenge candidates to thoughtfully reveal themselves.

Good questions help companies make more meaningful connection so that we can reframe the way we think about people and what they could contribute.

The following list is not supposed to be exhaustive, nor is it supposed to replace some of the key competency questions needed to highlight areas of expertise or particular skill.

It's simply a bank of questions from which it may be useful to pick and choose, to help you understand more meaningfully, the person you're seeking to interview.

Or if you're preparing for an interview; to help you reflect and answer questions more thoughtfully, so that you might reveal more of your true self and connect more meaningfully with this new company you're trying on for size.

It's just a first draft. Just a starting point. If you have feedback I'd love to hear it. I'll incorporate any other great questions people shoot my way.

Where possible I've indicated the source of questions like this | thanks @person [company].

If I've missed something that has clearly come from you or someone else, please let me know. This is just a collection to share & make change, so let's attribute wherever we can.

*Jk*



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# Questions about You.

Can you think of one or two traits from your parents you want to ensure you and your kids have for the rest of your life?

What's a book you think everyone should read in their lifetime?



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# Questions about Learning + Change.

In relation to your experience so far in managing teams, is there something you used to believe but no longer do?

What changed for you?

Can you tell me about something in your life that you've tried but ultimately given up on?

Is there a truth you believe that most people disagree with you on?

When was the last time you changed your mind about something important?

What are you really good at, but never want to do anymore?



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# Questions about Thrust.

What was your first job? How old were you? What was it like?  
thanks @hannah paramore [paramore]

What is the last thing you really geeked out on?

Is there a time in your career that you wanted something so badly that you were unstoppable in pursuing it?

What happened and what was your reflection afterwards?

Tell us about a person or organization that you admire.

Why do you think they have made an important impact?



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# Questions about Passion.

When was the last time at work, that you lost track of time?

When is cutting corners the right thing to do?

What new things have you tried recently?

Which rules make no sense?

Can you tell us about a time you've stuck your neck out?

thanks @lori senecal [ceo mdc partner network]

On your best day at work, the day you come home and think you have the best job in the world – what does that look like?

What will you do if you don't get this role?

What are you really passionate about? What does that look like for you?



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# Questions about Humility + Generosity.

What does good leadership 'feel' like?

If you join us here, what might we learn from you?

Who is the best in the world at what you do?

What have you started?



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# Questions about the Self

Is there a way that you manage yourself for greater productivity which might be different to someone else?

How did you come to this realisation? Why does it work for you?

Is there an assumption people make about you, that's wrong?

What do you most need to be in control of? When are you happy to relinquish control?

Was there been something in your current or previous role that you wanted to resolve but didn't? Why not?

Can you tell us about some of the "firsts" in your life that were meaningful to you . . . ?

If you could design your own working week, how would you structure your days?

Can you tell us a quality you really admire in someone else, that you don't have? *thanks @adam grant*



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# Questions about the Self

What feedback do you most often receive? How right is it ?

What do you do with it?

Can you tell us about a piece of feedback you've received that was really insightful? That changed you in some way?

Can you tell me about the kinds of compromise your peers might have to make, when you're playing to your strengths?

What's the difference between someone who's great in your role versus someone who's outstanding?

What's one part of your previous company's culture that you hope to bring to your next one? What one part do you hope not to find?

What are you better at than most anyone else?

What's do you do effortlessly (your super power) and how will you use that to make an impact here with us?



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# Questions about Curiosity

When you think about our business, (outside of this job role) what do you desperately want to know?

In your first few months on the job – what questions would you ask?

How would you improve our interview process?

What did you do to prepare for this interview today?

Can you tell me something that's true, that almost nobody agrees with you on? *thanks @peter theill [paypal founder]*

Is there something you're hoping I'll ask you that I haven't already?



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# Questions about Thinking & Problem-solving.

Can you tell us about a company that failed to read the signs of change. Why do you think that happened? What could they have done differently?

If you were the CEO of the company that produced product X and you wanted to sell 10x the amount, what would you do?

Can you give us an example of a time when you solved an analytically difficult problem? *thanks @ lazlo bock [ex-google]*

What problems haven't you been able to solve?

Can you think of a situation where your decision-making was sound, even though the outcome was not as you'd hoped?

If we're sitting here a year from now celebrating what a great 12 months it's been for you in this role, what did we achieve together?

*thanks @randy garutti [shake shack]*



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# Questions about Logic + Detail.

A hammer and a nail cost \$1.10, and the hammer costs one dollar more than the nail. How much does the nail cost?



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# Questions about Improvisational Skill.

thanks @adamgrant

How would you sell a rotten apple?

Why will this paperclip change my life?



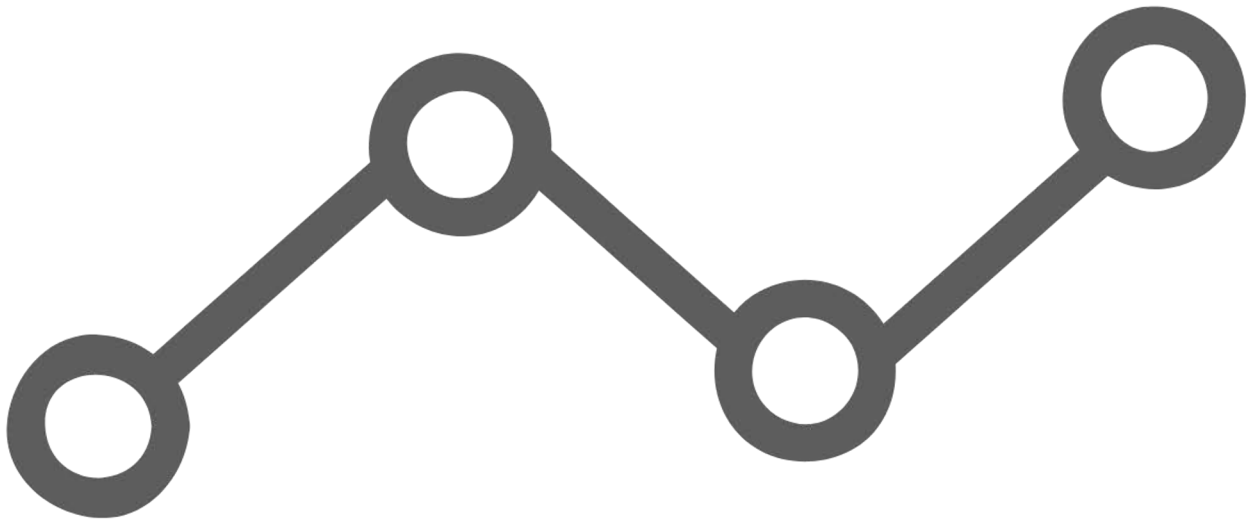
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