



**200+ Value-Based
Interview Questions
that will Get You the
RIGHT Candidate**



Introduction

Business leaders agree unanimously that talented people are the most important ingredient in a company's success. However, our interviewing and hiring process hasn't evolved in decades and few people have even received training on how to be a good interviewer.

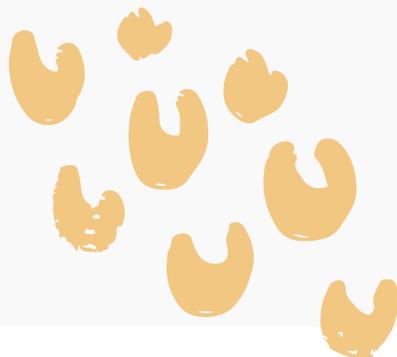
At Luma, we want to help you stop Googling for the right questions to ask your candidates.

We're breathing new life into the stagnant hiring process. We want to help level up your hiring process by providing you an eBook with over 200 value-based questions that can help you hire the right candidate. In this eBook, find questions that cover:

- Coachability
- Conflict Management
- Diversity
- Organization
- Problem-solving
- Stress Management
- Teamwork
- And more!

If you want you want to find out more about how to hire the best

people for your organization, go to [Lumateams.com](https://lumateams.com) to see a demo of our platform.



Accountability

Can you provide examples of times in the past where you have missed a deadline or dropped the ball?

Give me an example of a time when you didn't have the structure / resource you needed to be successful. How did you address that?

Tell about a time when you held a colleague accountable

Tell me about a time when you received negative feedback

What have your previous jobs taught you?

Active Listening

Can you remember a situation when you did not pay attention to someone telling you something important?

Do you find yourself leading the conversation or listening to the conversation more?

From what you've heard about the position from the other interviewers, what intrigues you the most? Is there anything that was surprising?

What do you think matters more to keep a conversation going – to listen, or to talk?

What is the most thoughtful advice you have ever received?

Coachability

In what capacity have you worked as part of a team in the past? How did you feel about collaborating with others?

Tell me about a time when you received feedback from your manager or co-worker and then used that feedback to improve your work.

What is one area, personally or professionally, where you see the need for improvement in your life?

What management style gets the best results out of you?

When was the last occasion you asked for direct feedback from a superior? Why? What was the feedback? What did you do with that feedback?

Collaborative

Based on your experience, which team/department (different from your own) is most important to collaborate with?

Describe a recent team experience that you found personally rewarding.

How should you onboard a new team member?

Talk about a situation where you created a productive relationship with someone on another team/department.

What habits and values promote teamwork and collaboration?

Communication

Give an example of how you carefully considered your audience prior to communicating with them. What factors influenced your communication?

Have you ever been confronted with a task to speak in front of a big group of people?

How do you prefer to receive feedback?

How do you prioritize tasks and projects? How do you communicate this prioritization with those involved?

Tell me about a time when you were communicating with someone and they did not understand you. What did you do?

Competitive

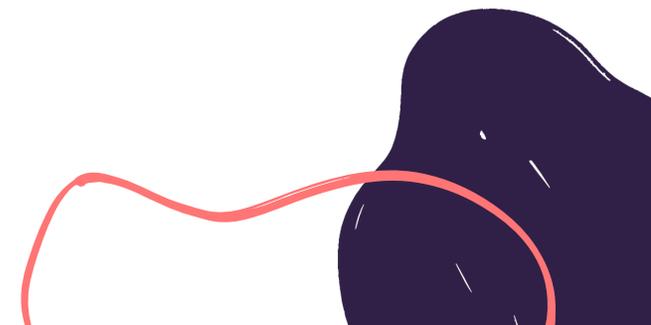
What kinds of sacrifices have you had to make to be successful?

What's the biggest "win" you've celebrated in your career.

What's the next professional development skill you want to work on in your career? When are you going to work on it?

When was the last time you were competitive at work?

Where is your confidence the highest? The lowest?



Confidence

Can you describe a time when you had a different opinion than your boss, and how you approached the situation?

How would you rate your skills in [any activity] on a scale from one to ten?

How would you start a conversation with a stranger? What topic of conversation would you pick?

If you could claim to be an “expert” in anything (personal or professional), what would it be and why?

Tell me about a time when you had to convince another team member or leader to buy into a new idea or project. How did you accomplish this?

Conflict Management

Describe the actions and behaviors of your current/former manager or supervisor that you respond to least effectively?

Give an example of when you had to work with someone who was difficult to get along with. How did you handle interactions with that person?

How would you advise a team member who complained about a coworker’s behavior?

What would you do if your manager gave you negative feedback on the way you approached a problem?

When was the last time you had a disagreement with a peer?
How did you resolve the situation?

Creativity

Every creative needs an outlet. What creative work do you like to do in your own time?

If you could tweet how you’re feeling in your interview right now, what would it say?

If you wrote a book about your career so far, what would you title it? Why?

Tell me about a business problem that you had to solve in a unique or innovative way. What was the outcome?

Tell us about a time when you had to deal with ambiguity in a project

Curiosity

Describe two or three major trends in your profession today.

Tell me about a time when you changed your mind about something.
- SB

Tell me about something that you have recently learned on your own, outside of work.

What new skills have you learned over the past year?

What’s the most recent topic you’ve Googled for work?



Customer Focus

Describe a time when you exceeded a customer's expectations.

Describe a time when you had to deal with a difficult customer problem. What was the outcome? What did you learn?

How do you gather customer feedback? How do you implement that feedback into your work?

Tell me about a time when you turned an unhappy customer into a delighted customer.

Would you describe yourself as a people person?

Decision-Making

Between an expensive but popular tool or a cheaper, less feature-heavy one, which would you choose and how?

Describe the process you followed to decide that you want to apply for this job.

Do you have a process or a methodology that you typically use when you are making decisions?

If you had the opportunity to select a new employee, what criteria would you use to determine who to hire? What's important to you in making this decision?

Think about a time when you had several options from which to choose, but none of them were sufficient to meet your goal. How did you decide which option to follow?

Diversity

Give me an example of a time when you applied your personal values toward diversity and inclusiveness.

How would you describe an inclusive work environment?

Tell me about a time when diverse perspectives improved the outcome of a project or team you worked on.

What is your approach to understanding the perspectives of colleagues from different backgrounds?

What resources do you use to educate yourself on different cultures? What lessons have you learned from these resources?

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Drive

How do you define success?

What is your definition of hard work?

What is your perfect job?

What motivates you in your job? What motivates you outside of your job?

Where do you want to be 5 years from now?

Efficiency

If you could set up your ideal work day, what would your schedule look like?

Tell me about a time you were up against a deadline. How did you organize your time? What actions did you take to meet the deadline?

Think about a time when you have encountered an ineffective process. What steps did you take following this discovery?

What do you do when someone else is blocking you from completing a task. How do you communicate this to them?

When the day is done, what do you define as having a “good day” at work? What did you accomplish?

Empathy

Are you helpful by nature? How so?

Describe a time when you had to deliver difficult news. How did you go about it?

If you were in my position, what skills do you think would be most important to the role you’ve applied for?

What kind of things or people inspires you?

What volunteer or social activities have helped you develop professional skills?

Ethics

Can you share a story (about anything) that speaks to who you are from a values perspective?

Describe a time when you encountered a fellow employee behaving unethically. How did you respond?

Has your supervisor or organization ever made a decision that you ethically disagree with? How did you handle that situation?

Have you ever had an issue of ethics arise in past positions? What happened? How did you handle it?

Tell me about a time when you made a mistake at work. How did you deal with this situation, and what was the outcome?

Flexibility

Describe some changes (of methodology, business processes, schedule) that happened to you in your current or past job. How did the changes affect your work? How did you cope with them?

Give an example of a time when you had to quickly change project priorities. What steps did you take to initiate change?

Tell me about a time when you took on a role that's outside of your comfort zone. What was the result?

Tell me about a time when you were asked to do something you had never done before. How did you react? What did you learn?

What is your favorite ice cream? What do you do if they do not have your favorite flavor?

Goal-oriented

Give an example of an important goal that you set in the past. Tell me about your success in reaching that goal.

Is it better to be perfect and late, or good and on time?

What have you done professionally that you succeeded at, but isn't an experience you'd want to repeat?

What project would you consider your most significant career accomplishment to date?

What single project or task would you consider your most significant career accomplishment to date? Walk me through the plan, how you managed it, how you measured its success, and what the biggest mistakes you made were.

Grit

Describe a time where you worked the hardest you've ever had to work in your career.

Describe a situation in which you did "all the right things" and were still unsuccessful. What did you learn from the experience?

Tell me about a time when you gave up or abandoned a project. What happened? How did you come to the decision to pivot?

What does grit mean to you? How have you used grit in the workplace?

What have you done when faced with an obstacle to an important project? Give me an example.

Helpful

Do you typically prioritize work for individual projects or team projects first?

Give an example of when you took the time to explain a process or concept to a colleague when they needed help.

Tell me about a project you took on that was outside of your normal work expectations.

Tell me about a time you took on additional work to support a colleague?

You're approaching a tight project deadline and a colleague asks you to help on a different project. What do you tell them?

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Honesty

Do you feel this position is a promotion, a lateral move, a broadening of your professional experience, or just a change? Why do you think so?

When I talk to people you've worked with, how will they describe you?

When was the last occasion you asked for direct feedback from a superior? Why?

Why did you leave your last job? Why is this job better?

Why shouldn't I hire you?

Humility

Give me an example of a time when you felt you were missing a skill you needed to succeed.

Share an experience at work that helped you grow and improve?

Suppose you are going to start a company, what all would be the three foundational values that you will base your company on?

Tell me about a time when you had to use "I don't know" as an answer. What was the response??

What are the three top factors that helped you to attribute success in life?

Independent

Do you prefer to work alone or with others?

How much time do you spend looking for an answer before you ask for help?

What's your favorite "heads down" work?

What's the most interesting thing about you that's not on your resume?

When you think of your "flow" time at work, what are you doing?



Influence

Can you tell me more about the relationship you had with your former boss, and your former colleagues? Do you still spend some time together?

Describe a situation where you didn't have authority, but had to get team members on your side to make progress.

Describe for me a situation where you had a positive effect on someone. What did you do? How did the other person react? Why do you think what happened, happened?

It's your first few months on the job. What questions would you first ask and to whom?

Tell me about the last time that you encountered a rule in an organization that you thought made no sense. What was the rule? What did you do and what was the result?

Initiative

Describe a project that you initiated from start to finish in your previous role.

Describe a situation in which you embraced a new system, process, technology, or idea at work that was a major departure from the old way of doing things.

Tell me a time when you identified a problem with a process and what steps did you take to improve the problem?

Tell me about a time when you delivered unexpected results on a project. How do you go above and beyond the expectations?

When you had extra time available at your last job, describe ways you found to make your job more efficient.

Leadership

Give me an example of a time when you felt you led by example. What did you do and how did others react?

Talk about a situation when you led someone towards a goal they wanted to accomplish.

Tell me about the last time something significant didn't go according to plan at work. What was your role? What was the outcome?

What's your earliest memory of being a leader?

Would you rather be in the weeds working or leading a strategy session? Why?

Loyalty

Describe the perfect company culture for you and why?

Gaining trust is important in a work environment. What does a company have to do to earn your trust?

Have you ever referred your personal network to your previous companies (for sales leads or job candidates)?

Have you ever thought about making a lifetime career in a single company?

What do you think about people who have the same job for ten years?

Motivation

Describe a time when you felt super engaged and excited about your work.

Tell me about a time when you lost your motivation or felt disengaged from your work. What happened?

Tell me about the crisis of motivation you experienced, either in your professional or personal life.

What incentives or benefits would motivate you in this job?

What motivates you to wake up and go to work every morning?

Openness

Describe a time when you accepted constructive criticism and made a change for the better.

Tell me about a time when a team member's idea you hadn't considered helped you in a project.

What do you expect from a supervisor?

What is the one thing you like most about your current manager, and what is one thing you would change?

What would you do if you didn't need money? Will tell you what their true passion is.

Organization

How do you accommodate last-minute changes that you have to fit in?

How do you plan ahead of time for possible deadline changes or unforeseen challenges?

Tell me how you organize, plan, and prioritize your work.

What organization habits do you use on a day to day basis?

What tools and systems do you use to keep organized?

Outcome Driven

Describe a time when you felt most proud of yourself.

How do you define failure?

In your previous roles, how did your individual contributions impact the company's outcomes? How did you know?

Tell me about how you measured success in your past role. Who set those metrics? How did you perform against them?

What metrics do you track on a regular basis? How do you use the information to adjust your approach?



Ownership

Every person has their own speciality in the business. What would you say your known speciality was at your previous role?

Recall a time when you were assigned a task outside of your job description. How did you handle the situation? What was the outcome?

Recall a time when your manager was unavailable when a problem arose. How did you handle the situation? With whom did you consult?

Tell me about a time when you delegated an important task successfully.

Tell me about a time when you failed to delegate effectively. What could you have done differently?

Persistence

Do you keep a positive attitude during difficult situations? How?

Have you ever had to persuade a peer or superior to accept an idea that you knew he or she would not like? Tell me about the resistance you met and how you overcame it.

How do you deal with rejection?

Tell me about something that didn't go according to plan at work. What did you do? What was the outcome?

What's your "hot take" topic? Think, something you believe is an absolute truth. Why are you right?

Planning

Describe a time when you felt stressed or overwhelmed. How did you handle it?

Have you ever managed a project? Tell me something about your project plan, and how you progressed from scratch to completion of the project.

How do you determine what amount of time is reasonable for a task?

Tell me about a time when your planning led to positive results.

Think of a time when you had to work on multiple projects simultaneously. How did you manage your time? What was the result?

Problem-solving

Are you the type of person who will always try to solve the problem on your own before asking for help? What's your process?

How would you improve our interview process?

If you could pick any problem that exists in the world today, which problem is it and how would you solve it?

In your opinion, what makes you a great problem solver?

What was one of the toughest problems you ever solved? What process did you go through to solve it?



Productivity

Describe the work environment or culture in which you are most productive and happy.

Given a tight project deadline, limited resources, how would you complete the project successfully?

How do you limit distractions at work?

How many hours would you ideally want to work?

What are your productivity hacks that you use in your day-to-day?

Reliability

How do you define what it means to be an efficient and reliable employee?

How do your family and close friends describe you? How would your past bosses and supervisors describe you?

Tell me about a time when you promised to handle something at work that was either very difficult and/or came at a demanding time. Did you get it done?

What is your approach towards your personal and professional goals? How do you prioritize them? Give me some examples.

What would you do if your workday ends before you've finished a critical task?

Resilience

Could you tell me about a time you were given a task that you had limited knowledge about?

Describe a project that you had to work on for an extended period of time and how you stayed engaged?

Have you turned any of your dreams into reality? What was it/ were they?

How long are you willing to fail at this job before you succeed?

What's your favorite failure?

Responsibility

Give me an example of a time when you led by example. What did you do and how did others react?

Recall a time when your manager was unavailable when a problem arose. How did you handle the situation? With whom did you consult?

Tell me about the toughest decision you had to make in the last six months.

Explain what is your first reaction when your senior manager assigns a task that you think is impossible?

Think about a time your team did not meet a goal. What could you have done differently to meet that goal?



Self-Awareness

Can you tell me about a time you needed to ask for help on a project?

Describe yourself in one word.

Everyone has good days and bad days at work. Take your time and think back to a really good day you had and tell me why it was a good day.

Think of someone you struggled to get along with at work. How do you think that person would describe you?

What's the biggest decision you've had to make in the past year? Why was it so big?

Strategic Thinking

Describe a situation when you forecasted a problem or risk and prepared a strategy for handling it.

Do you typically keep your eyes on the bigger picture or the task at hand? Why?

In five minutes, could you explain something to me that is complicated but you know well?

Tell me about a time when you sacrificed short term gains for long term success?

Tell me about a time when you used data to make a decision. What was the result?

Stress Management

Everyone has stressful days at work. How do cope with that stress?

Tell me about a time when you were late to complete a task, or you missed a deadline.

When have you felt the most stressed at work? What factored into that stress?

When you're stressed at work, how do you communicate that stress to others?

When your team member or your team are stressed, how do you respond?

Teamwork

If you could describe your perfect work counterpart your "right-hand" person, what qualities do they have?

If you find yourself working with a team that is not motivated, how do you keep yourself motivated and motivate others?

Tell me about a team experience you found disappointing. What would you do to prevent that experience in the future?

Tell me about a time when you had to adjust to a colleague's working style in order to complete a project or achieve your objectives.

Who is the smartest person that you've worked with? Why?



