

Hiring Practices

What's your favorite question to ask candidates during a job interview?

BY MINDY LIGOS



“What direct impact would you like to have on the company you work for and the community around it?”

This question leaves the door open to a creative response. It has the potential to hit on a candidate's professional and personal goals, as well as whether or not the person's desire to help others and make a difference in the world are part of their career goals (which is something I applaud).

— Melissa Bordman, Managing Member, ATRIA Consulting, Robbinsville



“Why do you want to be a meeting planner?”

This is a terrific way to gauge the dedication of a person. When Caesar Ritz was building The Ritz in Paris, he coined the phrase 'a servant's heart' as a way of describing the people he was looking to hire to work in his five-star luxury hotel. Those are the type of people I'm looking for as well.

— Glenna Fulks, Chief Connecting Officer, Kite Meeting Management, Philadelphia



“Give me an example of a time when you set a goal and it was met or achieved.”

I'm a big believer in behavior-based interviewing, and so I look for job candidates to provide me with specific real-life examples of situations, tasks, actions, and results.

— Charles Weiner, Esq., Law Offices of Charles Weiner, Bensalem, Pa

“What did you like least about your last job?”

What I'm *not* looking for here is someone replying that a previous boss was a real pain in the butt. That's a big red flag. I don't want to hire someone who has trouble working with people.

— MICHAEL NEUMANN, PROJECT DIRECTOR, TISHMAN CONSTRUCTION, NORTH BRUNSWICK



“Describe an instance when you helped a customer. How did that make you feel?”

Good candidates in the hospitality industry should be able to answer this pretty easily. There are lots of opportunities to help people in our lives, especially if you are a helping kind of person. Our front-of-the-house staff has to go out of their way to help customers, so this is an important question.

— KATHLEEN RANA, OWNER, JERSEY GIRL CAFE, HAMILTON