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Interview Questions for Hiring an All-Star



Tell me about a time when a job/project went badly.

The #1 trait of an All-Star is ownership - that they feel badly about the outcome and take ownership of it. We are also looking for humility.



Describe a time when you did not perform to your abilities.

Listen for how they made it right, but again for humility and ownership.



Tell me about a time when you went above and beyond what was required of you.

All Star Team players always look for ways to give more value and will have many examples.

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What is the top lesson you have learned in life so far?

Life is full of lessons and All Stars are constantly learning and growing.



What is the biggest misconception others have of you?

The answers to this question give insight into how this person presents him/herself to their team. If they are viewed as a quiet person at work, but say they are not really - they may just like to put in a days work and go home - not a leader, but does make a great employee.



Tell me about the best boss you ever had.

Listen for what motivates him/her and what they are looking for.

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What are your goals?

All Stars are future oriented and know what they want and where they are going in life.



What aspect of your past jobs did you find most satisfying?

All Stars enjoy putting in a hard days work.



What is your ideal work atmosphere?

Team player or likes to work alone? Either one is great - we just want to know which type of person s/he is.

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What type of people do you have difficulty getting along with?

All Stars don't like to work with slackers, but may still get along with everyone. This is where checking up on references will help you be discerning, if the answer is none.



What do you take pride in on the job?

All Stars take pride in all their work, but answers to this could give insight into a special gift or talent on their part.
