# **20** Questions for Any Job Interview



Following are 20 questions that you can use as part of any job interview.

## **Getting started**

1. Your application looks interesting. Would you bring me up-to-date on your background related to possible employment here?

## Applicant's view of personal fit with this job

- 2. What is your understanding about the nature of this job?
- 3. What abilities do you feel are most crucial for success in this job?
- 4. What parts of this job do you think would be most enjoyable for you?
- 5. What parts of this job would be least enjoyable?
- 6. How well does your background prepare you for this job?
- 7. Which aspects of this job do you think you would need, or appreciate additional supervision, training, or patience from us?

## More about the applicant's situation and future, not specific to this job

- 8. How do you like to learn new things? Are you more comfortable reading about something, watching someone else do it, or trying to do it yourself?
- 9. What do you see as particular strong points in your character or personality?
- 10. What limitations or weaknesses may you need to overcome?
- 11. If someone who knows you well wanted to describe you as accurately as possible in one minute, what words would they use?
- 12. At this point in your life, what goals are you aiming for?
- 13. If you could create your ideal job, what would it be? How would you spend your time?

This list of sample interview questions is part of a suite of farmeroriented resources developed through the Improving the Quality of Labor Management Decisions for Small and Medium-Sized Farm Operators project. Project partners include:

- The University of Vermont
- The University of Wisconsin
- The Pennsylvania State University
- University of New Hampshire

Find additional labor management tools and resources at:

#### uvm.edu/aglabor/dashboard

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## **Previous job experience**

- 14. What have you been particularly praised for or recognized for on other jobs?
- 15. What have you been criticized for in other jobs?
- 16. In previous jobs, what suggestions have you made that improved the way things were done?
- 17. What would you say is your proudest accomplishment in your work career so far?

## In conclusion, the big picture

- 18. What other information that we didn't cover would you like to know about the job or us?
- 19. Why do you believe you should be hired for this job?
- 20. Is there anything we haven't covered or that we might learn from your references that you'd like to clarify or explain?



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