

# 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 farmer-oriented 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](http://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?