

Getting the Information: What to Ask

How long and in what capacity have you known the candidate?

For what services would you employ the candidate?

What are the strengths and weaknesses of the candidate?

What was one thing you wish the candidate did differently?

What do you value most about the candidate?

When the candidate wasn't on time, what happened?

If you were going to give the candidate some advice, what would it be?

I will probably need to hire 2 people to help me. Which tasks should I offer this candidate and which should I offer the other person? What should I be prepared to have backup for?

How did you and the candidate handle a difference of opinion?

Working in somebody else's home creates an immediate and sometimes awkward intimacy. Describe the candidate's boundaries.