

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.