



20 Must Ask Interview Questions

- “When you were at _____, how did you know if you were winning?”
- “When you were at _____, how did you know if you were doing a good job?”
- “When you were at _____, what were their Key Performance Indicators?”
- “When you were at _____, what were their expectations?”
- “You mentioned your employer had an expectation of _____; how did your numbers compare to that?”
- “Going back to when you worked at _____, did they have realistic expectations?”
- “When you were at _____, were you able to meet their expectations?”
- “When you were at _____, how many people held the same position as you?”
- “Out of the _____ people that held the same position, where did you rank?”
- “Who was the best person on your team at _____?”
- “What were their numbers?”
 - “How did your numbers compare to theirs?”
- “What is the most significant accomplishment of your career?”
 - “Will you expound on that for me?”
- “Give me three examples of when you took initiative when you served at _____.”
- “What is the biggest conflict you faced when you were at _____?”
 - “Tell me about how you dealt with it.”
- “If given the opportunity here, how would you go about hiring four technicians in the next four months?”
- “Tell me about a time in your work history where you accomplished a goal similar to hiring four technicians in four months.”
- “One of the key objectives for this position is _____, how would you accomplish that?”

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