

Hey Bob, your interview candidate is sprinting to their car!

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Popular interview questions aren't necessarily good ones. They could even scare off top talent, because no one wants "stressed," "uncomfortable," and "negative" as their takeaways. So why are so many employers still throwing around these doozies?

- 1. What's your biggest weakness?** You'll get a strength in sheep's clothing, like, "I work too hard." So let's get real. Asking, "*Describe how you handled a challenge in a role?*" allows the candidates to showcase strengths and problem-solving skills without putting them off.
- 2. Why are you leaving your job?** Because the answer could be deeply personal, candidates may get defensive and gloss over any conflict. Asking, "*What was your favorite part and biggest challenge of your current role?*" will clue you in on candidates' priorities, passions, and cultural fit.
- 3. How many people flew through LAX last year?** Brain teasers might be entertaining—to you—but how would you like to show up for a test you didn't study for? Asking, "*How would you solve (insert a common dept problem)?*" provides analytical insight with less stress sweat. Oh, if you are wondering, it's 87.5 million through LAX!
- 4. What's your five-year plan?** Argh! You've alienated everyone thinking of starting a family, going back to school, or doing anything other than dying in this role. Asking, "*What professional milestones are you hoping to meet with our company?*" will allow candidates to share their aspirations and let you gauge if this role helps them get there.

Mutual success is the end game! Negative impressions don't make for successful interviews. Lose these cringe-worthy questions that make candidates sprint to their cars. You will be glad you did!