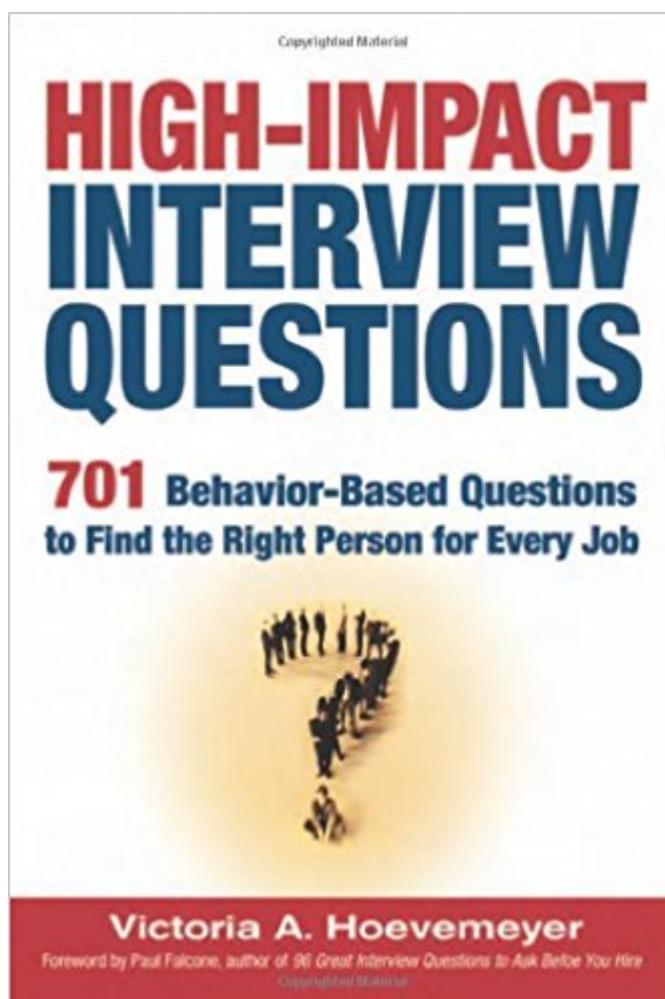


The book was found

# High-Impact Interview Questions: 701 Behavior-Based Questions To Find The Right Person For Every Job



## **Synopsis**

"Tell me about a time...." The words evoke a child's fairy-tale innocence. Yet when used by an interviewer, they can help to determine the suitability of a job candidate by eliciting real-world examples of behaviors and experience that can save you and your organization from making a bad hiring decision. *High-Impact Interview Questions* shows you how to use competency-based behavioral interviewing methods that will uncover truly relevant and useful information. By having applicants describe specific situations from their own experience during previous jobs (rather than asking them hypothetical questions about "what would you do if..."), you'll be able to identify specific strengths and weaknesses that will tell you if you've found the right person for the job. But developing such behavior-based questions can be time-consuming and difficult. *High-Impact Interview Questions* saves you both time and effort. The book contains 701 questions you'll be able to use or adapt for your own needs, matched to 62 in-demand skills such as customer focus, motivation, initiative, adaptability, teamwork, and more. It allows you to move immediately to the particular skills you want to measure, and quickly find just the right tough but necessary questions to ask during an interview. Asking behavior-based questions is by far the best way to discover crucial details about job candidates. *High-Impact Interview Questions* gives you the tools and guidance you need to gather this important information before you hire.

## **Book Information**

Paperback: 192 pages

Publisher: AMACOM; 1 edition (September 26, 2005)

Language: English

ISBN-10: 0814473016

ISBN-13: 978-0814473016

Product Dimensions: 0.5 x 6 x 9 inches

Shipping Weight: 10.4 ounces (View shipping rates and policies)

Average Customer Review: 4.2 out of 5 stars 28 customer reviews

Best Sellers Rank: #96,719 in Books (See Top 100 in Books) #66 in Books > Business & Money > Job Hunting & Careers > Interviewing #162 in Books > Business & Money > Job Hunting & Careers > Job Hunting #425 in Books > Business & Money > Human Resources > Human Resources & Personnel Management

## **Customer Reviews**

Like many of the offerings from Amacom, the publishing arm of the American Management

Association, High-Impact Interview Questions: 701 Behavior-based Questions to Find the Right Person for Every Job has a no-nonsense, practical bent. Focused on both the art and the science of effective job interviews, it's clearly intended as a manual for everyday use by hiring managers and human-resource professionals across a wide range of organizations. Author Victoria Hoevemeyer has worked for over 20 years in organizational development and leadership coaching from her home base of Illinois, and her expertise shows through in the direct, straightforward tone suffusing this book. If the interactions between job seekers and job interviewers can resemble a cat-and-mouse game, with each group trying to outwit and to stay one step ahead of the other, High-Impact Interview Questions serves as recruiters' foil to the books popular with candidates, such as How Would You Move Mt. Fuji? and Best Answers to the 201 Most Frequently Asked Interview Questions . It opens by describing three different kinds of questions which dominate most modern job interviews: conventional questions ("What are your greatest strengths and weaknesses?"), situational questions ("How would you handle a crisis in which your boss asked you to do something that you considered unethical?"), and brainteaser questions ("Why are manhole covers round?"), and analyzes the shortcomings of each approach. These techniques for sorting good job candidates from bad are fundamentally flawed, according to Hoevemeyer, because they are far too predictable and artificial, and don't illuminate the qualities that actually make a difference to new employees' success. Instead, Hoevemeyer advances a philosophy which she terms "Competency-Based Behavioral Interviewing" (CBBI). Her basic premise is that past performance is the best predictor of future performance, and that the more recent a particular behavior, the stronger of a predictor it will be. If you accept those assumptions, then much of what follows in the book's explanations of CBBI are highly logical. The most valuable part of High-Impact Interview Questions is its extensive catalog of sample interview questions, grouped according to the underlying quality which they're meant to uncover. After introducing CBBI and showing how it ties specific and precise interview questions back to the functional competencies job seekers will need in a particular position, the book provides a very handy guide to sample questions which any interviewer can use. Interested in a candidate's decision-making ability? Try "Describe a time you had to make a quick decision with incomplete information?" How about attention to detail? For that, the book prescribes queries like, "Tell me about a time when you caught an error that others had missed." Esoteric philosophical tome, this isn't. But for those job interviewers who believe in competency-based questions and want an efficient guide to learning about interviewees' true potential, this book is a worthwhile read. --Peter Han

Ã¢ ¸... a good book to look over when preparing for interviews or to stimulate your thinking.Ã¢ ¸-Career Opportunities News "An excellent resource." --Los Angeles Times, nationally syndicated columnist Mark Goulston

Book arrived in the condition started. This book has very good questions for interviews.

I have purchased several copies of this book to lend/give to various managers at work. The questions are a great thought starter to coming up with tailored questions for their interviews.

Fantastic quick read with questions to ask of job candidates, eliciting answers that will give the interviewer an insight in the way the job seeker may behave in certain circumstances. A great read, with questions any interviewer could intelligently insert as part of his/her repertoire of questions.

Very good introduction to competency based recruitment with examples that anyone can use for interviewing. I am studying people management and this book is a very good introduction to staffing issues.

This book is informative and organized. One of the best features is that it's broken down alphabetically by skill. So, for example, if you're trying to figure out past examples of Leadership, there's a whole section of questions. A great tool for hiring managers or beginning recruiters. Even helpful for veteran recruiters who want to freshen up their interview routine.

This is a great framework for building out a checklist and profile of questions for building a consistent interview process. Highly recommended.

I am tasked with creating a hiring manager behavior interview guide. This book is very helpful as we attempt to align job competencies with the ideal behavioral questions for candidates. Very helpful!

Good book

[Download to continue reading...](#)

High-Impact Interview Questions: 701 Behavior-Based Questions to Find the Right Person for Every Job Interview: The Art of the Interview: The Perfect Answers to Every Interview Question (Interview Questions and Answers, Interviewing, Resume, Interview Tips, Motivational Interviewing, Job

Interview) Job Interview: Land Your Dream Job by Conquering Your next Job Interview by Answering 50 Tough Job Interview Questions and Maximizing Your Resume and Cover Letter Job Interview: 81 Questions, Answers, and the Full Preparation for a Job Interview Interview skills: In just 24hrs learn how to score big in any interview - Complete guide to mastering every interview questions and answers Knock 'em Dead Job Interview: How to Turn Job Interviews Into Job Offers Interview: The Ultimate Guide to Crushing Every Interview Question to Land Your Dream Job Interview Answers in a Flash: More than 200 flash card-style questions and answers to prepare you for that all-important job interview! Amazing Interview Answers: 44 Tough Job Interview Questions with 88 Winning Answers First Person Rural Second Person Rural Third Person Rural How to Answer Interview Questions: 101 Tough Interview Questions PM Interview Questions: Over 160 Problems and Solutions for Product Management Interview Questions High Fiber Recipes: 101 Quick and Easy High Fiber Recipes for Breakfast, Snacks, Side Dishes, Dinner and Dessert (high fiber cookbook, high fiber diet, high fiber recipes, high fiber cooking) Knock 'em Dead Job Interview: How to Turn Job Interviews into Paychecks Big 4 Accounting Firms Interview Questions: 32 Questions & Answers to Get You the Job You Deserve The Art of the Interview: The Perfect Answers to Every Interview Question Sharkproof: Get the Job You Want, Keep the Job You Love... in Today's Frenzied Job Market Police Oral Board Interview: Over 100 Police Interview Questions & Answers How To Find The Right Laundromat Equipment Distributor: And the right questions to ask. (Laundromats- How To Own and Operate Book 1) What I Wish Every Job Candidate Knew: 15 Minutes to a Better Interview

[Contact Us](#)

[DMCA](#)

[Privacy](#)

[FAQ & Help](#)