

10 Interview Questions to Ask Your Candidates

Most group interview questions will assess a candidate's interpersonal skills, their empathy, and their ability to collaborate with others. Here are some common questions we like to ask Charlie and what they tell us about a candidate.

1. How do you adapt to changes in a team or project?

How flexible is the candidate? How well can they pivot to changing needs, priorities and deadlines? This question tells you how well they can handle unexpected situations or curveballs, which happen all the time in startups and small businesses.

2. Can you describe a time when you had to collaborate with a team to meet a challenging deadline?

How well can the candidate communicate and work with others under stress? This question shows you how well the candidate can manage their time when the pressure is on and the stakes are high.

3. How do you approach a situation where you disagree with another team member's idea?

This question looks into a candidate's conflict resolution skills and their ability to work with disagreements and contrasting personalities constructively.

4. Describe an instance where you took the lead on a project. What was the outcome?

Can the candidate take charge and lead others when it matters most? This question shows you which candidates can step into a leadership role, take responsibility, and make sure things get done.

5. How do you ensure your personal biases do not affect your decision-making in a team?

Diversity is another core value at Charlie. We take every step we can to make an inclusive company culture that draws on a range of backgrounds and perspectives. This question looks into a candidate's self-awareness and whether their unconscious biases may influence their judgment.

6. Can you give an example of how you contributed to a positive work environment in your previous role?

A candidate may be highly skilled and a top performer, but it won't amount to much if they don't gel with others and don't fit into the company culture. This question helps you gauge how well they'll contribute to a positive workplace.

7. How do you prioritize tasks when working on multiple projects?

In a small business setting like Charlie's, priorities and timelines shift constantly, and we need to be able to change hats and switch directions on the go. Get a sense of the candidate's organisational skills and their ability to plan strategically.

8. Share an experience where you had to learn a new skill to complete a task. How did you approach it?

The mark of a good candidate is willing to grow and change and continually learn. This question shows you their ability to take initiative and take on new skills and challenges.

9. How do you handle receiving constructive criticism?

Feedback is an opportunity for growth. How well does the candidate respond to feedback and criticism? Do they take it on board, or do they lash out? This question assesses their ability to self-reflect and grow personally and professionally.

10. What strategies do you use to maintain work-life balance?

You do your best work when you're motivated and energized, and you make sure it stays that way by engaging in meaningful self-care. This question looks at a candidate's ability to manage stress and have a full life outside of work.

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