



Sample Phone Interview Questions – Appendix B2

Questions (Appendix D)

Adapt your questions to the position you are hiring for:

1. Describe a complex situation in which you had to learn a lot, quickly. How did you go about learning, and how successful were the outcomes?
2. In the past year, what specifically have you done in order to remain knowledgeable about the competitive environment, market and trade dynamics, products/services and technology trends, innovations, and patterns of consumer behavior (adapt for whatever position you are hiring for)?
3. Who have been your major influences, and why?
4. Describe yourself in terms of emotional control; what sorts of things irritate you the most or get you down?
5. Give examples of your going beyond what was normally expected.

After completion, use phone screening grid (on page 47) to rate above applicant answers to your questions.