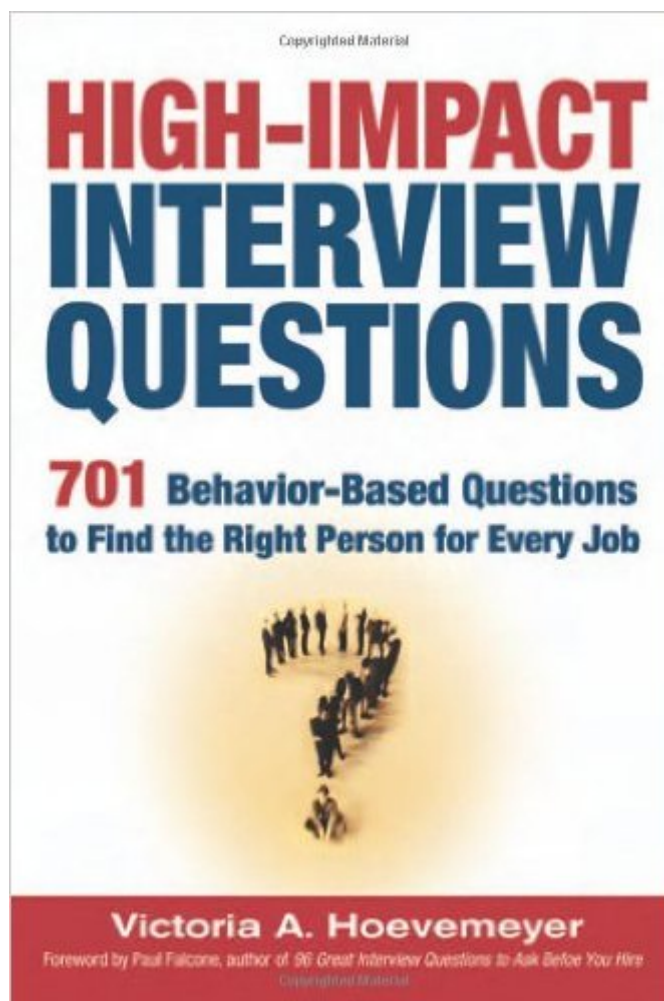


The book was found

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 [See all reviews](#) (25 customer reviews)

Best Sellers Rank: #110,469 in Books (See Top 100 in Books) #80 in [Books > Business & Money > Job Hunting & Careers > Interviewing](#) #176 in [Books > Business & Money > Job Hunting & Careers > Job Hunting](#) #406 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

• a good book to look over when preparing for interviews or to stimulate your thinking.

-Career Opportunities News v "An excellent resource." --Los Angeles Times, nationally syndicated columnist Mark Goulston

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

High-Impact Interview Questions: 701 Behavior-Based Questions to Find the Right Person for Every Job Interview: How To Best Prepare For An Interview And Land Your Dream Job In 2016!
(Interview, Interviewing, Successful Interview, Interview Tips, Job Interview, ... Job Offer, Interview Questions, Dream Job) Interview: Job Interview: HOW TO PREPARE FOR A JOB INTERVIEW AND MAKE SURE YOU GET THE JOB YOU DESIRE!: (+2nd FREE BOOK) 50+ Most Essential Questions (Interview, Search, Hunting, Job Interview) INTERVIEW: 12 Steps To Successful Job Interviews To End Your Job Search, Get Hired (Finding A Job, Google Interview, Interview Skills, Interview Questions, Career Change, Job Interview, Negotiation) 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) Interviewing: Interview Questions - Job Interview ! Learn How to Job Interview and Master the Key Interview Skills! BONUS INCLUDED! 37 Ways to Have Unstoppable ... Interview! GET THE JOB YOU DESERVE! Book 1) Conducting the UNIX Job Interview: IT Manager Guide with UNIX Interview Questions (IT Job Interview series) Interview & Get Any Job You Want: Employment Techniques & How to Answer Toughest Interview Questions *FREE BONUS 'Mindfulness for Beginners' included (Job ... Success, Interview Preparation, Make Money) UNIX Shell Programming Interview Questions You'll Most Likely Be Asked (Job Interview Questions) Knock 'em Dead Job Interview: How to Turn Job Interviews Into Job Offers How to Answer Interview Questions: 101 Tough Interview Questions A collection of Advanced Data Science and Machine Learning Interview Questions Solved in Python and Spark (II): Hands-on Big Data and Machine ... Programming Interview Questions) (Volume 7) Interviewing: BONUS INCLUDED! 37 Ways to Have Unstoppable Confidence in Your Interview! (BONUS INCLUDED! 37 Ways to Have Unstoppable Confidence in Your Interview! GET THE JOB YOU DESERVE!) (Volume 1) Ace the Software Engineering Interview: An Interview Preparation Framework to Land the Job You Will Love How To Find The Right Laundromat Equipment Distributor: And the right questions to ask. (Laundromats- How To Own and Operate Book 1) The Art of the Interview: The Perfect Answers to Every Interview Question Knock 'em Dead Job Interview: How to Turn Job Interviews into Paychecks Police Oral Board Interview: Over 100 Police Interview Questions & Answers Interview Math: Over 50 Problems and Solutions for Quant Case Interview Questions PM Interview Workbook: Over 160 Problems and Solutions for Product

Management Interview Questions

[Dmca](#)