

Three Critical Questions Every Candidate Must Answer Correctly

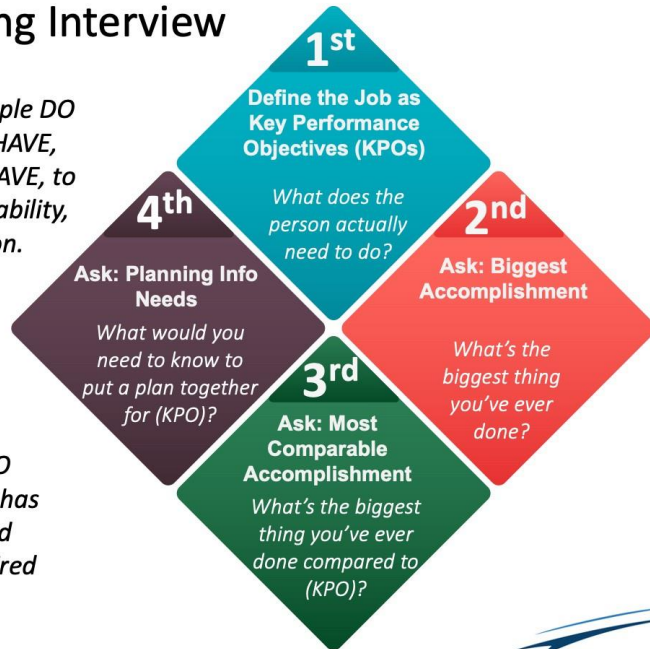
Lou Adler, Performance Based Hiring

The Performance-based Hiring Interview



Assess what people DO with what they HAVE, not what they HAVE, to determine their ability, fit and motivation.

If a person can DO the work, he/she has all of the skills and experiences required to be successful.



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Good Interviewers Will Ask These Questions in This Order:

Question #1

Can you tell me about your single most significant career accomplishment of all time including when it happened?

Question #2

The biggest accomplishment required for success in this job is (describe a major accomplishment or KPO in some detail). Given this, can you tell me about something you've accomplished that's most comparable including when it happened?

Question #3

If you were to get this job, what would you need to know to put together a detailed plan for accomplishing (the major accomplishment asked in question two)?