

Second Interview Questions

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Congratulations, you have made it to the next step. First round interview questions were more likely to be resume review and a summary of your work history. However, second interview questions will more in likely to be more in-depth in nature. Their general nature will be designed to:

- Further clarify points on your resume like time gaps
 - Your motivation for making changes
 - What you have learned from career mistakes
- Explanation of how you achieved your accomplishments
- What have you learned in prior employment that will apply to this job
 - Questions beginning with:
 - “Why did you”
 - “When did you”
 - “How did you”
 - “What did you”

Another type of interviewing technique that you are sure to encounter with some employers is the “behavioral interview questions”. Behavioral interview questions are designed to make you describe an actual time when you did a specific action that resulted in a specific outcome. If the candidate tries to answer the question with a hypothetical answer like, “I would do.....”, the interviewer will interrupt and refocus the candidate. They will say, “NO, give me a specific time while employed with your current employer that you had to (example) terminate an individual for poor performance? What were the circumstances leading up to the termination and how did you go about the termination?”

Another example could be: “John, tell me about a specific time in your past employment when you were asked to work on a project which involved working with team members? What was the project; how did you work with your team; and what was the outcome?”

Hypothetical interview questions will sound like this:

“Tell me how you will handle a resignation of a poor performance employee?”

“When given special projects involving work with other team members, how will you go about managing the project?”

Can you see the difference?

Hypothetical questions allow savvy interviewers to create situations rather than rely upon actual performance. Unskilled interviewers can only base their decision on your abilities based upon whether your answer had logical and common sense. However, the interviewer does not have a look at who you really are in action with this kind of interview question.

Interviewers who use behavioral interview techniques are a little more savvy because they are demanding to know that you have had the actual experience and performance outcome that are desired.