

Job Interview Questions to be Aware of and How to Navigate Them



Interview techniques today are becoming more and more complex. It's very rare that hiring managers ask job applicants only the A, B, C questions anymore. Of course, there's still going to be the stock questions about your experience, challenges, and successes. However, the interviews of today are more complex and involved.

If you're finding yourself in a position where it's time for a career change or new opportunity, understanding the dynamics of the modern interview process, and how to handle them, is essential if you want to give yourself the best chance of advancing through the process. Below are some of the most common trick questions you'll face, and the best strategies for navigating them.

Tell Me About Yourself

This is one of those open-ended questions you're bound to hear in almost every interview. And, there are million ways you can answer it. The reality is, you're probably not sure how to go about "telling someone about yourself."

On the surface, this question probably seems like a friendly invitation. Don't be fooled, however. The question is designed specifically to catch you off guard.

When someone asks you this question in a job interview, what they really want to know is what you can do for them. In other words, how can your skills and

experience be of benefit to the company?

The pitfall of most people when they answer this question is that they ramble on about all the neat things they've done and accomplished since birth. This is the worst thing you can do.

Instead, highlight some specific skills and real-life experiences that connect with the company and job you're applying for. The more you can show the interviewer how you can be of help and benefit, the better off you'll be.

What is Your Biggest Weakness?

Even though this question also seems straightforward, it's anything but. When an interviewer asks you about your biggest weakness, what they really want to know is how self-aware you are..

While a job interview is a place where you're trying to present the best version of yourself, interviewers are keen to know about your ability to identify your shortcomings and your willingness to admit them. You can show your willingness to learn or adapt by expressing a willingness to work on those weaknesses to turn them into a strength. Sure, you want to appear confident in your job interview. However, the last thing you want to do is come across as arrogant.

Tell Me About Your Favorite Boss

Everyone has bosses they've liked more than others throughout their careers. Yet again, this question seems pretty direct, and you might even be excited to answer it. However, before you go off rambling about the chill boss at your last job that let you skip out early on Fridays, take a moment to think a little deeper.

When you answer this question, you should highlight your favorite boss' professional strengths. Were they an expert communicator? Did they empower the people around them to do their jobs? What did you learn from them? These are the kinds of characteristics you want to talk about.

Your work isn't done though. The next question you're going to face is, "tell me about your least favorite boss."

Your immediate reaction to this question might be trash the boss that you just couldn't stand. This is absolutely the last thing you should do. Just like the previous question, you should stay away from personal attacks and highlight some things you thought that the boss you didn't care for, could have done better.

When you answer both of these questions, what you're really doing is telling your prospective employer what you will and won't tolerate in the workplace. You're providing critical insight into your ethics, values and work style, and your preference on how to be managed.

Here's Our Policy X... What do You Think About That?

Here again, it's easy to jump straight in and offer your opinion. Think before you speak though. What makes this question so tricky, is that it's riddled with incomplete information.

The best strategy for answering this question is actually by asking questions in return. Before you give an answer, you want to have know as much information as you can. You might start by asking what led to the policy being structured the way it is? What problem is it designed to address?

The majority of people completely miss this question in job interviews. If you're able to ask questions and provide a reasoned answer based on the information you've compiled, the interviewer will see that you're level-headed and have the ability to think critically.

Job interviews are a nervous experience for everyone. No matter how many times you've been through them, you're still going to get butterflies in your stomach and have sweaty palms. If you remember to think of a job interview as a conversation, and keep your eyes and ears open for those trick questions that seem simple on the surface, you'll have a leg up on the competition. Responding thoughtfully and intelligibly just might be what makes all the difference.