

The 1 Question You Must Ask in Interviews

One of the things we most want to determine when interviewing candidates for employment is how they feel about themselves.

Self-image is a predictor of how a candidate will respond and assimilate into a new culture. Very early in an interview, I want to get a feel for how the candidate displays an abundance mentality. If the candidate demonstrates a scarcity mentality, it's very likely that the individual functions with an entitlement belief.

Here's the revealing question:

What did your last employer not understand about you?

Follow-up with probing questions such as, "Really? Tell me more; how did that make you feel?" Keep the candidate talking about himself.

Listen for opportunities to probe deeper.

You will learn things in the answer that you will probably be addressing during annual evaluations.

A candidate's self-perception is revealed when asked about what he wished others knew about him.

This is another good follow-up probe:

Do you think your past employer(s) were able to get your best work from you?

Ask follow-up questions such as, "How did your boss hold you back?" and "What could your supervisors have done to empower you to greatness?" Again, listen for cues into future behavior.

This type of questioning isn't standard and most candidates will find themselves revealing some key points for your evaluation. And isn't that the real purpose of an interview?

One other point to consider when assessing a candidate's self-image is how they demonstrate a dependence on the Lord. In this exam we find out a lot about what's inside the candidate.

In virtually every question I offered here, the candidate has an opportunity to speak about her faith.

Today's Scripture

"Search me, O God, and know my heart; try me, and know my concerns, and see if there is any rebellious way in me, and lead me in the ancient way" (Ps. 139:23-24).

Platform Tip No. 60

Over time, many platform messages drift into new fields. The expert leaves his expertise. The core message becomes diluted and the audience begins to slip away.

A new topic requires a completely new platform. I expect to hear about leadership from John Maxwell. If he begins to speak about car repair, I won't be listening.

He could build another platform about car repair, but that

platform would be designed to attract do-it-yourselfers.

If you become bored with your message, you are probably just delivering content.

Your message endures because it's what you say better than anyone else. And you keep saying it, creatively but continually.

Do you want to learn more about developing your personal platform?

Send for my free series of lessons titled, "The Fundamentals of Creating, Curating and Developing Content for Multiple Platforms." Send your request to: platform@.

We will not share your email address with anyone.

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