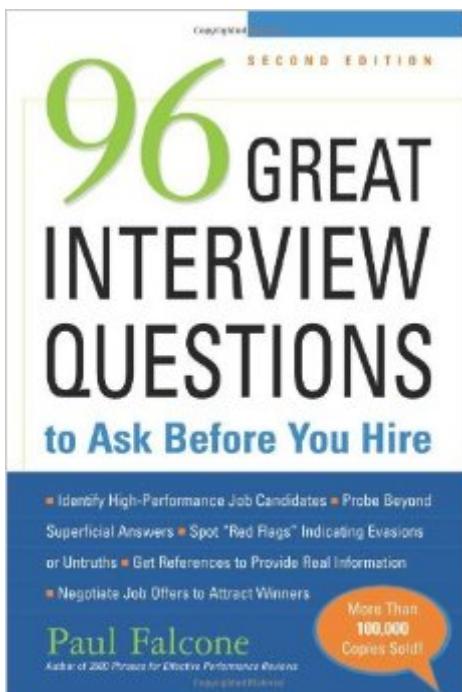


The book was found

# 96 Great Interview Questions To Ask Before You Hire



## **Synopsis**

More than 100,000 copies sold! Every harried interviewer knows the result of throwing out vague questions to potential employees: vague answers and potentially disastrous hiring decisions. Presented in a handy question-and-answer format, 96 Great Interview Questions to Ask Before You Hire provides readers with the tools they need to elicit honest and complete information from job candidates, plus helpful hints on interpreting the responses. The book gives interviewers everything they need to: identify high-performance job candidates - probe beyond superficial answers - spot "red flags" indicating evasions or untruths - get references to provide real information - negotiate job offers to attract winners Included in this revised and updated edition are new material on background checks, specific challenges posed by the up-and-coming millennial generation, and ideas for reinventing the employment application to gather more in-depth information than ever before. Packed with insightful questions, this book serves as a ready reference for both managers and human resources professionals alike.

## **Book Information**

Paperback: 272 pages

Publisher: AMACOM; 2 edition (November 12, 2008)

Language: English

ISBN-10: 081441351X

ISBN-13: 978-0814413517

Product Dimensions: 1 x 6 x 9.2 inches

Shipping Weight: 13.6 ounces (View shipping rates and policies)

Average Customer Review: 4.4 out of 5 starsÂ See all reviewsÂ (58 customer reviews)

Best Sellers Rank: #52,229 in Books (See Top 100 in Books) #43 inÂ Books > Business & Money > Job Hunting & Careers > Interviewing #98 inÂ Books > Business & Money > Job Hunting & Careers > Job Hunting #213 inÂ Books > Business & Money > Human Resources > Human Resources & Personnel Management

## **Customer Reviews**

Falcone offers invaluable advice as to how to "identify high performance candidates, probe beyond superficial answers, spot 'red flags' which indicate evasions or untruths, get references which provide reliable information about candidates, and negotiate job offers which attract winners." The value of this book is perhaps best indicated by the results of research conducted by Bradford D. Smart of more than 4,000 executives in 50 of the "Fortune 500" companies, shared in Topgrading

which I have reviewed previously. The results confirm Peter Drucker's assertion that "The ability to make good decisions regarding people represents one of the last reliable sources of competitive advantage, since very few organizations are very good at it." For me, the most stunning revelations in Smart's book are found on page 50, in Figure 3.2, "Cost of Mis-Hire Study Results." According to the results of Smart's extensive research study, the sum of total costs of a mis-hire (on average) are as follows:Base salary Less than \$100,000: 14 times salaryBase Salary \$100,000-250,000: 28 times salaryAll Salaries: 24 times salarySobering statistics indeed. In his book, Falcone includes two recurring sections which define the context within which each of the 96 questions is asked: "Why Ask This Question?" and "Analyzing the Response." He also alerts the reader/interviewer to relevant "Red Flags" which might otherwise be invisible. Books such as this (and it's one of the best) can guide and inform a rigorous process by which to identify those candidates which offer the strongest talent, skills, and (yes) character. I strongly recommend this book to any and all decision-makers and decision-influencers who are involved in their organization's hiring process.

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

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: The Art of the Interview: The Perfect Answers to Every Interview Question (Interview Questions and Answers, Interviewing, Resume, Interview Tips, Motivational Interviewing, Job Interview) 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) 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) 96 Great Interview Questions to Ask Before You Hire 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) The Successful Interview: 2nd Ed. Why Should We Hire You? (Interview Questions) Interview: The Successful Interview, 2nd Ed. - Why Should We Hire You? 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) Conducting the UNIX Job Interview: IT Manager Guide with UNIX Interview Questions (IT Job Interview series) UNIX Shell Programming Interview Questions You'll Most Likely Be Asked (Job Interview Questions) Saving Your Marriage Before It Starts: Seven Questions to Ask Before -- and After -- You Marry Saving Your Marriage Before It Starts Workbook for Men Updated: Seven

Questions to Ask Before---and After---You Marry Saving Your Marriage Before It Starts Workbook for Women Updated: Seven Questions to Ask Before---and After---You Marry 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) Topgrading for Sales: World-Class Methods to Interview, Hire, and Coach Top SalesRepresentatives 101 Questions to Ask Before You Get Engaged 1001 Questions to Ask Before You Get Married 101 Questions To Ask Before You Invest In A Franchise

[Dmca](#)