



10 Great Interview Questions to Ask IT Professionals (and Why you should ask them).



YOU NEED THE RIGHT PEOPLE | **WE GET THE RIGHT RESULT**

Questions to ask:

1. When you don't know the answer to something that is the first thing you do?
2. When you get a new job or take on a new project, how do you go about doing it successfully?
3. Can you tell me about a side project you've worked on (outside of school or work) in the past year or so?
4. Have you made visited our website and what do you think can be improved?
5. What's the one thing we haven't asked you about that you want to make sure we know?
6. Tell me about some of the more interesting or difficult problems you've been working on the past few years.
7. How do you think your last group of co-workers would describe you?
8. What challenges do you think you might expect in this job if you were hired?
9. Why did you choose [insert main language or skillset here i.e. Java] as your main language?
10. Can you tell me what you liked about your last manager?

And Why:

1. You're looking into the problem-solving skills of the candidate; as well as their ability to self-manage – can they solve a problem, or attempt to, before bringing it to their manager.
2. You're looking into the work approach or methodology of the candidate. - what is their style of work.
3. Clearly shows passion (or not) 😊; was the project commercial in nature or was it technical in nature, either way gives you new avenues to explore the passions of your candidate.
4. This shows three things: the interest in your company by the candidate (at a minimum they should have visited your website, and second, it shows that you as a company value the candidate's opinion of your company, finally it provides you with the opportunity to see the “nature” of the candidate in their answer.
5. This provides the candidate with the opportunity to express their enthusiasm for joining your company.
6. This question provides a chance for the candidate to show off their knowledge about how they learned something and what they learned. If they answer in high-level it gives you a chance to explore their real knowledge on any of the topics mentioned.
7. This forces the candidate to look at themselves from another point of view – which in turn gives you a chance gives you the opportunity to explore further depending on their answer i.e. they may answer “supportive” you can then ask, why would they think that?
8. This may serve as a way for you to explore where and what the candidate might be worried about.
9. This may provide insight into how the candidate got into programming and therefore also their passion for the role.
10. This question has two parts, because you should follow up with, “And what did you dislike” – it provides insight into the motivation of the candidate; by allowing them to talk about what they liked and didn't like in their manager it also shows you how they expect to be managed.



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