

How to Research Interview Questions

When attending an interview it is important that you prepare thoroughly, a major part of this is to research interview questions in order that you can prepare suitable answers.

But how do you start your research?

The first place to look is the original job advert or application pack that you were issued at the start of the recruitment process. Within this you should be able to ascertain the type of person that the employer is looking for; there may even be a detailed person specification to guide you. From this information you can then anticipate the types of questions you will be asked that will draw out answers that demonstrate that you fit the person specifications they are looking for. For example, if they are looking for someone who is able to prioritise their own workload, they may ask, “have you ever had to deal with conflicting deadlines? How did you decide which task to complete first?”

Once you have anticipated all the possible questions related to the personal skills you need to demonstrate you should then concentrate your research on the company. Background knowledge about the company and the direction that it is taking can be extremely valuable within an interview. The internet or your local library should provide you with some key facts, that will help you answer questions, such as, “why do you want to work within our organisation?”

The internet is also helpful to allow you to research more generalised questions; you can often search by industry or career type to find examples of questions that may be asked of you. However, do not simply recite the set answers that are often accompanying these questions. These are example answers only; the answer you provide should be more considered and if possible should contain specific information and examples from your own experience.

Finally, put yourself in the interviewer’s position. Think what questions you would ask to try and find out as much information as possible and to help you determine why the person in front of you is the best person for the job. And always remember to consider the opposite approach to a question e.g. “What are your strengths?” “What are your weaknesses?” or “Tell me about something that went right for you?” “Tell me about something that went wrong for you?”

With full and in depth research and preparation you will be able to arm yourself with enough information to help you succeed at interview.

Increase your chances of interview success with the [Interview Resource Pack](#) from Words Worth reading Ltd.