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Here we are: the phase of the interview "fa-o-rompi-it". The interview is the hardest part of the job, but we're here to help. To identify common questions for the interviews, we contacted editorial director Erica Devaney. Devaney conducted hundreds of interviews, making it particularly qualified to provide advice and insights on the interview process. Hi, everybody. My name is Erica Devaney. I've been in Red Ventures for nine years, working with different teams in different content roles, from SEO writing, UX content, editorial design, and more. In 2019, I did more creative interviews than anyone else in the company, so I would say I have some experience here. I hope some of my advice for the interview can be useful to you! Interviews are fundamental to find the right person for the right role. In Red Ventures, we use interviews to ensure that a candidate is suitable for the specific role, which includes having the right skills, the right attitude for coaching and the desire to learn. Common questions for the interview Each interview and every candidate is different, but I generally rely on a central set of questions that help me understand the question better. Here are five of my main interview questions. I usually interviewed candidates for content or design roles, so I shared some specific questions for creativity along with more generic versions of those questions to help those of you interviewing in other sectors. To help you advance with the hiring process, I will also tell you what I'm looking for when I ask you these questions and give you an example answer I would like to hear. Tell me about your experience (write, editing, design, etc.). I usually start with this question to get a good basic understanding of your experience, to use your words. I read it on your resume or on LinkedIn, but I want to hear you explain what you did. I'm sure that this question will be made by almost everyone you talk to during the interview, so it's good to prepare for how to reach the highlights of your experience. I'll use your answer to ask specific follow-up questions. Example of a good answer «In my lectures, I worked with groups on articles and presentations, and I did a lot of peer editing on our articles. During my internship, I worked closely with my editor to propose topics and learned how to publish effective posts on social media for our brand. In my current position, I own our content calendar and I contribute with about three articles a week, so that we can follow our style guide and tone of the site.» Tell me about once you've received a difficult feedback or feedback you didn't agree with. What happened and what you learned from feedback? I'm looking for an experience that helped you grow so you don't make the same mistakes again. I'm not trying to blame someone else or tell me about the feedback you ignored. example of a good answer «On my first step history, I got feedback that theHe didn't fit our site. I reworked it with my manager and I realized why this topic would not work. Before my next presentation, I took a closer look at the types of stories we treated on the site, so I could create more informed presentations for future stories.» What is your process [write, edit, design, etc.]? I am interested in learning how you really use the skills you have, whether it be writing, editing, analysis, marketing, SEO, or something else. I hope I know where you put your attention... What is more important to you when you do your job? I want to know if you have a careful way to do your work - a design or understanding phase, a phase to do the real job, the time for a final review or changes, and a last look before submitting the job or passing it. Example of a good answer «Before starting to change, I assure you to have a clear understanding of the purpose of the piece. Then I read it, then I begin to make changes "big images" first to make sure that the piece makes sense and has all the information and the right sources, then grammar, before the final reading. Finally I will read all last time before returning it to the writer to make any changes.» Tell me about a time when you had to give a hard feedback or have a difficult conversation. I hope to learn how you handle difficult situations. It is inevitable that at some point you will have to give someone a strong feedback, whether it is a small conversation or something that will change your career. I know that situations like these are difficult for everyone, but at some point you have to step forward for the good of the team, the project, your colleague, yourself and the company. Example of a good answer «Once I was reviewing an article I thought had not focused the goal for the topic and the audience we were looking for. The person who wrote it was older for me, so I was worried about going to them with this feedback, but I listed all the reasons why this article did not work for our goals. During our conversation, they were able to understand the feedback and they expressed how much they appreciated that I told them. We talked about my ideas and were able to rework the piece in something we are both very proud of.» What is the project you're proud of? I want to hear about a challenging or complex project, something that, once finished, you felt proud of yourself for completing. Maybe you learned how to work well with others or have invented a process to make the project a little smoother, or maybe it's something that means a lot to you. There is really no wrong answer, but I want to hear something significant for you. Example of a "Last year in my class I had a group project that took a while to pick a topic and get started. It was hard, but once we sat down, lined up on the subject, and assigned roles, we got together, and I was so proud of what we had accomplished. We We in a ton of work and finished with an A on the project." Interview FAQ Here are tips for some scenarios of common interviews. How much information is too much? The first thing I would say here is that it's good to show your personality in an interview, but don't overdo it. Once I interviewed someone who was very irrelevant and told me some really weird and personal stories - not really a good look during an interview. Secondly, try to avoid long and drawn answers. Give me enough information to understand your role in a project and how you worked with teammates, but don't tell me every detail of the class. Stay with what is most important to answer the question. What are some red flags in the answer of a candidate or how to respond? Some red flags for me include: Yes-o-no answers without processing or details to support your answer. Dismissive phrases, like, "I already know how to do this" or "I'm already an expert in this." Everything that gives the impression that you think you no longer have to learn about a topic is about me. If I ask you about a challenging project you worked on, it's a red flag if you blame someone else. Is it okay to ask an interviewer to repeat a question? Yes! My question is unclear or you're not sure what I'm looking for, let me know and try to make a different way. Any advice for someone who has been depressed or has gaps in their resume? In general, seeing a gap in a resume does not concern me. Life happens, and I'm more interested in the experience you have, not that you can have breaks between you. However, I would simply suggest to be honest about any gaps if your interviewer asks. Are you sending a note of thanks after the interview planned or precious? I personally don't expect a thank-you note after an interview and I would never count the lack of a ticket against anyone. But it always makes me smile when I thank you, especially if it is customized for our conversation. Any advice to interview correctly on Zoom? Zoom interviews are our current reality and we had to adapt. The most important thing to remember is that we are all in the same situation — most of all now hold their meetings on Zoom, and interviews are not different for me as an interviewer. We all have pets, children and roommates or partners who can end up in the background of a Zoom meeting, and all right! We all know. It is guaranteed that one of my two cats will walk through my screen or end up in the background of a meeting at least once a day, and interviews are not exempt from these visits. On a more practical note, I suggest testing your Zoom before the interview. This includes making sure you know how to access and use the camera, testand make sure you have your headphones at your fingertips. If you happen to have an unstable or insidious internet connection on the day of your interview, don't worry à we've all been there before, too. In some cases where someone has a strange I often suggest that we will both turn off the cameras and simply speak, because it generally helps keep the audio from freezing. What interests you are interested in? What are your biggest strengths and greatest weaknesses? What kinds of people do you have difficulty working? What distinguishes you from other people who can do the same tasks like you? What role usually plays in a group? What tools do you use to stay organized? What is something that people didn't know from your resume? What question you hoped that I would have asked today, but it was not à e à ~ "and what would your answer be? What aspect of your current role do you like to do more? What questions do you have for me? Header header header: Compassionate Eye Foundation / Gary Burchell, Luis Alvarez | Getty Images Learn more, do more. More resources related to the topic to expand your knowledge. Yena Williams was an online writer for more than 10 years. Love to write the process of Search for a job. Prepared! These 30 most common interview questions were taken by interviews that I was personally, as well as at friends and colleagues in a variety of fields. Having an idea of the questions you will be asked and knowing what you should say will give you an automatic advantage on your competitors who will live for the same job. So take your clothes stretched and take that job! I. So talk to me about yourself. This is a godie, and not a goodie. This It will be raised 100% of the time, so have a mini-speech ready. Don't mention parts of your personal life, as it doesn't matter. Start with an introduction of yourself, talk about your education, and then go to your work history. Go order from the oldest to the new and discuss the working activities that are relevant to the position you are asking questions.2. Why are you looking for a new job? This is a nice way to ask why you're leaving your old work. Be honest and short unless you were fired. Talk to want a more challenging opportunity or want to try a new field.3. What do you know about this company / organization? You obviously need to look for the company before entering the interview. Find out what the company does and use the good OLE 'who, what, where, when, and some current events. If you fall a line on the acquisition of a new company in a merger, they will be happy to know that you are keeping up to date with current events in the field.4. What experience do you have in this field relevant to this position? Switch through your passed positions and explains how it is related to the current position. If the position is not exactly parallel to the position you are applying, it explains how it refers unexpectedly. Try planning this in advance, because it is difficult to think about the big answers on the post .5. Because you want to work in this company / Now you know a little about this company, so explain why you feel passionate about the company's mission or location. try to the your career goals.6. you didTo improve your skills and / or experiences? This can go to the learning of a new language with Rosetta Stone to the Adobe Photoshop course. You talk about why you care about the advancement of your knowledge and set of skills. 7. What is your bigger strength? There are numerous positive feedback you can answer with. Do not rush out 20 different positive qualities, stick to some, and expand on them. Try connecting it to the position. Are they looking for a good collaborator? Do you need someone to be extremely meticulous? Keep in mind what the qualities they are looking for when you choose yours. My favorite is: Result-oriented.8. What's your biggest weak point? This is quite difficult. The most common thing that respondents do is transform a positive in a negative. Obviously the representative of the human resources will see everything, since the 20 people before you did the same thing. I would be honest, but I would mention something lesser, or something altogether foreign to the location. If you are applying for a job of public relations, you can talk about how bad you are with math.9. Are you a team player? Yes, you play team game. Never say no. Describe a experience showing that you are a team player.10. If a colleague was here, what would you say about you? Think back to all the compliments you were given by a colleague. Don't say: "I think he would have said ..." Helped to complete a project. Make sure they know what you can bring to position.12. Tell me about once you made a suggestion that was implemented? Do you think of a real suggestion that you made the net positive results. Be very detailed. Don't just say, the My idea has had positive results, talking about how sales went to 26% within the next three months for example.13. How do you place the pressure or effort at work? I work great under pressure and effort.14. You never have Have you had problems with previous employers? This is a tailmouth question To. They are trying to see if you would have ever talked about an employer / colleague. Of 'No.15. In terms of salary, what are you looking for? This question actually depends on the work environment of the work you are going for. In some, you expect you to give your number and others, expect you to be more polite. If they seem to want a response, give him a wide range. And, make sure you find the average salary range for that position in line so that you can quote the right How would your lack of experience compensate? Or do you feel too qualified for this position? You are one or the other. Explain your strength of the character that you show that you can compensate. Try to link as much more related experiences possible at the job you want. It seems confident to be able to be Much better at work. If you are too qualified, you talk about why you are passionate about the position and society. Discuss your passions for the position and because you feel like the job is actually a perfect solution. 17. How do you know if you were successful at your job? Mention something like, if the customer / your boss was happy with your work. Talk about the goals you would have set up and try to meet. 18. Are you willing to put for the needs of the company / organization before your personal needs? Always answer "yes". Unless the company was doing something illegal. 19. With what kind of person do you not like to work? OF 'that you agree with all kinds of people. They just want to know that you are not a sensitive whiner. 20. If hired, how long would you expect to work for us? Don't give them a real timeline unless you really want to reveal it. Of 'something generic like: "All the time that the employer feels that I am doing a good job." 21. What motivates you to do a good job? No, I'm not money. (Even if it's!) Try something like "to become better to what I do", "To learn something new", or "feel good about a job well done." 22. He talks about a real situation and how you managed it. It's not what everyone has had a professional disappointment. 23. Have you ever learned from a mistake you did at work? He talks about a mistake and what you've learned. Make sure the error is not something so dramatic. Make sure you emphasize the learned lesson and how your behavior has changed from it! 24. Tell me about the funniest you've had in a job. It's direct. Describe something you enjoyed doing, how to make a huge project or land a great name customer. 25. What is your dream job? Be honest. Especially if the work is entry-level or mid-level. I am aware that you don't want to be an assistant for the rest of your life! However, if you're going for a high level location, be disturbing. No company wants to hire someone who does not like to do what they do. 26. How would you describe the work ethics? They are simply trying to measure your laziness counter. Be confident and answer "it's fantastic!" 27. Do you know someone who works for this company? It's complicated. If someone called you or if he is a family member, obviously you shouldn't lie. However, be prudent in mentioning a group of friends you know, if your employer does not have such a warm impression of them. 28. Are you at ease with the trip? How many? Be honest. You will have to travel. Give a percentage with which you are at ease. Ask for the reimbursement of gas. 29. Would you be willing to work on time? night and weekend? Be honest here too, since you will have to work those hours. 30. You have Questions for me? Yes! You must always have prepared questions! You are at least six years old, since some of them could respond along the way if you and the interviewer took you in conversation. Have a mix of general questions and specific specifications to the location. Author's Note Obviously these are the most common questions, but this varies depending on the field. If you are applying for a stylist position, they may ask you about fashion projects, designers and fabrics. The same applies to a position in the food industry and so on. Be sure to dust off the specialized questions as well. Good luck! This article is accurate and faithful to the best of the author's knowledge. The content is for informational or entertainment purposes only and does not replace personal or professional advice in business, financial, legal or technical matters.Mariamae on 03 August 2020: this is a useful guide when I have my interview. Up to 6 important interviews questions and answers also here https://mariaemesalundaga.wixsite.com/mysite/post / ... You can check it out. Mycreditiunioni on July 26, 2016: I had an interview as Technology Director of Robins Federal http://www.mycreditiunions.org/robins-federal-credi ... and I think by far the most important piece of the interview was the closing. Always ask if they have any additional questions for me. Then I start... I ask "What are the short-term and long-term objectives of the position", and "How to define success in the position." This allows you to determine the biggest challenges of the position and determine who the manager is. Then close with highlighting your skills around defining Success.works every time. Nudgereyes on 05 November 2015: Thumbs up! All information is still important and useful especially for all job hunters. That was great! Carrie on November 29, 2014: Thumbs up! One of the best I've ever read! Hope to get the job! ryukendo on February 22, 2014: Thanks Itz very ullitrsidumba on October 16, 2012: these modal questions are typically used by most employers during interviews. Thank you! Sari Fouzdar on 25 February 2012: how much I can take advantage of the IT field. I may have the opportunity to see more questions related to IT sectors only. !! Yena Williams (Author) from California on December 15, 2011: cordballely: those are also great examples of possible problem solving interview questions. Thank you! Cardbailey on December 7, 2011: Other questions to look for are those that require providing a solution to a particular question such as "What would you do if you met a dissatisfied client who has upset and screaming in the lobby?" Or "Two employees are involved in a topic, how would you solve the situation?" Yena Williams (Author) from California on October 23, 2011: I'm glad it was helpful for you! Father Smith on October 19, 2011: I'm not afraid of any anterview because of your help. It's really helpful. Thank you always .yena Williams (Author) from California August 21, 2011: Ekisman: I'm glad the information was useful to you. Welcome! Ekeisman on August 20, 2011: very useful hub. Interviews are always a challenge and it's nice to have some advice. Thank you! Yena Williams (author) from California on 19 August 19,Thanks! Gregory s Williams from California on August 18, 2011: well managed. Straight and honest! Yena Williams (Author) from California on March 21, 2011: Vernpaulwriter: Congratulations on your work! Yes, writing jobs can be more random than most. Thanks! Vernpaulwriter from Backwoods of Nevada on March 20, 2011: good hub, I recently gone to a job interview, without sacred shaving t-shirt and jeans and I still have work, the boss seemed worse, but it was a writing job, I was There to take a look at the publication and did not expect the publisher to be there. YEANA WILLIAMS (Author) from California on 26 February 2011: M Zvyagintsev: thanks for the compliments! So I am happy that it was useful for you also in Japan. It's interesting interesting as the questions don't change! Thanks! M Zvyagintsev from Auckland, New Zealand on February 25th 2011: Hub Awesome! I'm asking you to work and live in Japan now, Evelough is an online application form, the questions are very similar to what you would expect a verbal interview. The sense of humor - brilliant writing :) Maxyena Williams (Author) from California February 25, 2011: agral.us: they are so happy if it was useful for you. Incorporating some of these questions in your company's recruitment process is a great idea. Thanks! AGRAL.US DA CA, US on February 25th 2011: I have just marked this hub, really informative ... I'm applying your points in my company.Keep Postingyena Williams (Author) from California on February 24th 2011: @Crystalite: you are the welcome! I'm glad it was useful for your interview. =) Emma da Houston TX on February 24th 2011: thanks for this information. Will help me build my answer in an interviewee williams (author) from California on February 24th 2011: Mike: Thank you! Treasuresofheaven: thanks for the comment, appreciate it! Sima Ballinger from Michigan on February 23, 2011: Large list of questions and answers. This is good. Vote up! Mike on February 23, 2011: good summation of the most common questions, certainly accurate.yena Williams (Author) from California on February 22, 2011: Hello James: thanks, I appreciate it! James on 22 February 2011: great information, it is useful, good hub :) Yena Williams (Author) from California on February 16th 2011: @peter Owen: yes, it is definitely necessary for all other American companions without work, thanks Bother Peter Owen from West Hempstead, NY on February 15th 2011: beautiful list and right on the target. People should be prepared as the questions will be postal! Williams (Author) from California on 11 February 2011: Djbrlye: Thank you! I really wanted to help recent graduates and other people who suffer from unemployment and constant work interviews! Djbrlye somewhere in the lines of your mind, and hopes that the ripples of your heart. =) On 11 February 2011: I love this hub! Very useful and can really give so much For those looking for jobs. Thanks for sharing! =) Yena Williams (Author) from California on 10 February 2011: @ TroyJones345: I'm glad they are on the point. Welcome to a From Fredericksburg, he goes on February 10th 2011: great blog. Asked me some of these questions recently =) !! Recently =) !!

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