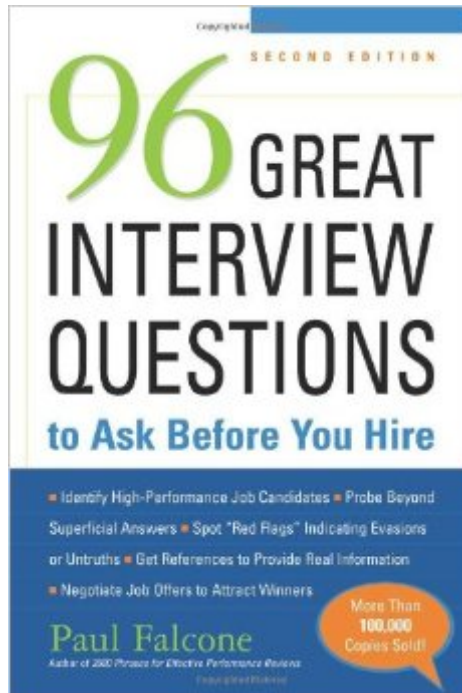


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# 96 Great Interview Questions To Ask Before You Hire



## 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

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## 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 salary Base Salary \$100,000-250,000: 28 times salary All Salaries: 24 times salary Sobering 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.

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