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Where do you see yourself in five years? That question is, since the hubspot recruiter is Emily Macintyre puts it, "so boring." "Love" Em or hateful, those proven and true interview questions still make their way into candidate conversations to seasoned interviewers. Where do you see yourself in five years? Take our free quiz here to figure out the next step in your career. And even though you've marked the question in past interviews, somehow you seem to wiggle the embarrassment of tinkering through your answers. So when it comes time to interview again, you're left sweating and stumbling on your words as you try to remember how you tied together your true passion of opening a skydiving joint with your work optimizing paid search campaigns. In an attempt to help you stay dry and composed in your next interview, we've collected many of those popular interview questions - edited by the Glassdoor list of the most popular interview questions in 2015 - and provided you with some pointers on how to nail the answers. No sweat No tears. Minimal skiing. How to answer the 10 most common interview questions 1) What are your strengths/weaknesses? Candidates typically struggle with this question because it forces them awkwardly to the line between Bravado and trust, self-defeat and self-assessment. That's why sometimes you get that desire to respond with false weaknesses - the people at Glassdoor say that a popular is the whole routine "I'm a perfectionist." Oh, right. This question can also take the form of other questions, so listen carefully. "You might hear a recruiter say" What's one thing you want to know more? "When you're trying to get a weakness", says Macintyre. What the interviewers are coming here is an honest skills assessment - in terms of skills and gaps. The way I stopped tripping over this question is to remember that a bad match of skill in a role is as bad for the company as it is for me. (If you have He slid through the cracks in an intake process and ended up in a role for which you are not suitable, take my word on this.) From there, it is simply a matter of having taken the time to reflect on what That your strengths and weaknesses are related to the position for which you are interviewing. For example, if you are interviewing for a SEO position, a significant force for the tout could be your analytical skills. Start with this, and be prepared to explain some scenarios of real life in which you get to flex that muscle. For the same location, a perfectly reasonable weakness could be your writing. You could therefore continue to explain this while writing is part of your work, takes you a little to get new pieces of content out of the door. Glassdoor also advises you to follow as you are facing that weakness - so maybe you could talk about how you are taking a business writing lesson or working with a colleague that is an experienced editor. Once again, you may find that there are gaps in the skillset sets or the qualities needed in the role - but it is best to find out now six months later when you go back to the labor market. Also, understand an honest answer to this question can actually help you get more successful in your next role. In post all about this same question, Business Development Hubspot VP Development Arjun Moory Notes Notes Notes that weaknesses are not intrinsically negative. "Knowing your weaknesses does not necessarily mean that you have to fix it alone," he writes. "Weaknesses are often endemic for you and you are better by taking around you to solve it." And that leaves a lot of space for people who have complementary skill set to enter and form a strong team. "Knowing your strengths is the only way to find a career / job where you can be a star. We can not be all strong in 2) Why © are you interested in this role / company? If you are focusing on the central things of the candidate- the balance of working life, benefits, compensation, the best commute- you are thinking about this Wrong. Glassdoor advice? "Do your research on work and company so you can give some solid examples of why you are good for the company and how you can add value to them." Your interests should lie at the intersection of business needs, role responsibilities and candidate skills. That said, it's nice to show some of your personal motivation. For example, if you're interviewing for a podcasting position, here's how you might break down the answer to this question: the needs of society: we need to keep a better company in terms of who we collaborate and create content with. Responsibility of the role: original talent, invents episode topics, guests of preparation and editing episodes. Candidate Skills: Skillful with hearing, finger on the wrist of industry, maturity-oriented, able to sell people on ideas. Personal motivation: I want to work with high profile people, so I can learn from them and get good connections. So, what is the intersection of society's needs, role responsibilities, candidate skills and personal motivation? You could talk about how you've learned a lot over the years by interacting with, reading or listening to the heavy hitters in your industry, and you've seen firsthand the exposure to the impact they can have on a company and an individual. Not only is it a response like the one related to the needs of the role and society, but it binds your skills and shows that you are personally motivated by the mission. 3) Why do you want to leave your current role / company? This is always a fun balancing act, especially when you're running away from a job rather than one. (Not the ideal situation to be in, but it's the way the cookie crumbles sometimes.) The right way to answer this question is to focus on opportunities. Be forward thinking Talk about what role or company offers and why it is important to you. Don't focus on what your current role is missing, because you don't like your company, or how you feel You hit a ceiling. So, if your next step forward in your current company is to a director's role, but that position is currently occupied by a life sentence, frame your response on how you would like to make an impact in a certain industry that this new role or company provides. Or if you get bored with an aspect of your day to day that is less prominent in the role you are questioning for, focus on the ability to increase your skill level that the new position offers. And no matter what you do, no matter how tempting it is, don't be mean to coworkers or bosses or companies. Today you're wearing your professional pants. 4) Why was there a gap in your work history? Recruiters are more lenient with employment gaps than you might think, especially if you work in marketing or technology. Often people leave jobs to pursue personal interests or take an occupational risk that does not end up194; 160; complete - and 160; are left 160; without a job for a while. I asked Macintyre about his perspective on employment gaps just to make sure I wasn't being too lenient as a hiring manager. "There aren't too many red flags, unless they leave a company all of a sudden without having a job lined up", he said. "I'm just listening for a good reason, whether it's downsizing, having trouble finding the right role, or making a career change." 5) What can you offer us that someone else can't? I hate that question because it puts you in a position to explain why you're a special flower when, frankly, there are other people out there who can do this job, too. There are. But, alas, people ask anyway, so here's what I learned about how to answer that question right. First of all, don't insist on skills. Any candidate they are seriously considering for the position a set of similar abilities, so this is not something unique that you can offer. Where people tend to differ more is in their qualities-- persistence, leadership, creativity, etc. Then, try to align the qualities that make you stand out with the problem or concerning the role. For example, if the role requires the buy-in of a lot of different stakeholders to advance work, it's a really difficult thing to do. No matter how skilled you are in your discipline, the incapacity to overcome that obstacle will make you ineffective. So maybe I emphasize how good you are to build relationships, and talk about how you did it in the past. Or you could talk about your creative approach to troubleshooting, and how you used it to overcome the obstacles related to people in the past. These are all unique quality for you (and, yes, maybe some other person there outside), but if you have the abilities and qualities they need - Hey, you're sitting right in front of them, and the other person is not. ;-) 6) Talk about a result of which you're very proud. This is a question that you could feel formulated in a couple of different ways. One of the ways in which Macintyre the positioned is: A «What can you do better than a room with 100 people? Something that passions them. This gives a great window on who is the person, not just what kind of work ago. So, no matter how this question is formulated, if you hear it, keep in mind that the recruiter is probably trying to figure out what makes you tick. What motivates you. What you passionately. Some interviewers are willing to hear about results outside the work, while others will be more interested in hearing something-related work - it's good to ask if they have a preference for one or other. But be prepared with some examples on each side, so as not to be caught with the lowered metaphorical trousers. If you feel uncomfortable to boast, remember that this question concerns everything you are proud of. They expressly asked to hear it! So don't worry about looking full of you, and tells you a brief interesting story about what you did, and why you cared. "The best questions make candidates shine". Macintyre shared, "and that's why I love questions like these". 7) Tell me about a time when you made a mistake. The worst way to answer this question is to take the same approach that candidates often take in the "What is your weakness?" question. Trying to frame a mistake as someone else's fault, or highlighting an irrelevant mistake to imply that you only make small mistakes, is a real cop out. There's also a way to answer that question that's not a monumental failure, but not a great success either - and that's thinking about a mistake that's so far away in your career that it's useless to mention today. For example, if you have nine years of experience in funnel marketing and you're talking about when you didn't copy an email in 2007, you technically answered the question, but not satisfactorily. Yes, you admitted a mistake, but it's not about the professional you are today or the role you're interviewing for. Instead, think about a real mistake from the recent past -- last year or two -- that has a clear takeaway you can start with the interviewer again. Here is a hypothetical example that an interviewer would like to hear for, say, a Sr. Manager of PR: "A few years ago I found myself in a difficult situation from the point of view of hiring. I misunderstood some of my team's clues about their involvement, and ended up losing them to another team internally. He left us without a copywriter, and I ended up having to take on all that extra workload while scrambling for backfill. In hindsight, I realize I should have had more proactive conversations with that employee about her career development. She loved the work she was doing as a writer, but she felt it wasn't enough, for her in the team -- which I could have described to her if I'd been more communicative with her about it. I finally found someone. Someone. And I've mapped out a strong career path for you that we're talking about on a quarterly basis." 8) How do you manage stress or pressure? Not well. I mean, what do you want me to tell you? I think that's why this question drives many people crazy, the knee reaction and what you're asked how it makes you feel stress, not how you react. But this is what the interviewer is getting: what actions do you take when you get Stressful situations arise. And you do certain actions. Try to reflect on the last three to five situations where you have been stressed at work. What have you done to overcome stress? If you write down what you have done, you might see a picture that is beginning to emerge. For example, I know many people with whom I work respond to stressful situations taking a step back from the chaos and writing a list of what needs to be done to have arms around the problem. They believe that breaking a big and complex problem to its components makes it easy to start doing productive things to calm down. Try to answer in terms of paintings like this instead of and say, "Oh, heh, I love stress, heh, bring it!" 9) What would your direct/boss/colleagues say about you?"This is one of those questions where they will answer something like "I'm not a micromanager", or "I'm driving for example", so you have to answer with a grain of salt "says Macintyre. But questions like these that lend themselves to shredded or soft answers give you the opportunity to distinguish yourself. Macintyre says if you ask a question like that, you get excited when you hear an individualized answer... something that tells you more about the candidate as a person to. It could be anything from "I'm an incessant Bruce Springsteen fan," something (presumably) that has nothing to do with work at hand, to "that I'm a sucker for beautiful design and I'm completely geek at it every time it comes out in my role." Or a time you have failed, make sure you don't use this question as an opportunity to humiliate. Keep your "tendency to work too hard" to yourself. 10) What questions do you have for me? The biggest mistake you can do with this question has no questions. Indicates a lack of curiosity and research. The second largest mistake you can do is asking superficial questions. This also indicates a lack of research, but perhaps worse, it doesn't make you exactly simple. What is an example of a stupid question? For appetizers, everything you can find out for a bit of research. These include information such as the chronology of the basic company, product products or basic services, key nal or company performance - provided that the company can issue public information. It is not in the final phase of the interview, it is also intelligent to avoid the questions are related to HR - things like leisure time, salary or beneficial packages. If you are still in the phases of exploring if there is a mutual fit, jumping to this final phase can advance the interview process too fast, and could prove to be unfavorable for you as a result. Some best questions to ask are those that are built by the conversation you had with the interviewer. He digs deeper into something you talked about that lends itself to a more faded discussion. For example, if you have interviewed for a writing position and the interviewer has briefly mentioned that writers on the Dabble team in design, you could ask some follow-up questions, such as: "You mentioned amilized writers in design. Were they were capable of design before they started here, or have they learned about work? What resources have used to learn? "" You have mentioned amateur writers in design - are they even in other secondary skills, like coding? "" You mentioned writers in design. How often do they do their design work, as opposed to working with the in-house design team, the freelancer or the agency?" Another great argument for for The team structure and how the teams interact with each other. Getting context on how the team you are interviewing is structured and how they adapt to the broader organization, is not only a caring question, but also critical information to have. Without it, it will be difficult to know if the position is right for you based on where you are in your career and where you want to be. It will be nailing not only the answers, but delivering the contents of your answers are only part of the interview. And while they should be enough to move the recruitment conversation forward, some interviewers can be thrown out of the content of the answer if the delivery is poor. The poor delivery could be a matter of dancing, saying a distracting number of "I like" and "UMS", to be short of breath and speak in an awkward cadence, or simply drone long after having answered the question sufficiently. It sounds like advice from Trite (and maybe it is, but here we are): The interviewer wants you to do well. They don't want to continue interviewing candidates, and they certainly don't want to be in a super awkward conversation for half an hour to monitor the discrepancy. So remember, cool down. Breathing. Speak slowly so that you do not stumble on your words or lose your mid-monologue breath. One way to make this respect is through an old theatrical trick where you force yourself to speak only a little slower than you think is natural. It helps you to Enunciate, gives you time to choose your words more carefully and makes it easier for the listener to absorb what you are saying. Don't go so slow that they think they're in a time order or something. If you are not sure how to answer a question outside the gate, take a beat and think about how you really want to answer instead starting a bribe just to fill the silence. Search the and other physical signs that the interviewer is ready for you to wrap it on a question. Stop saying "how." And "um." Slowing down your fall a touch will also help This. To reinforce the importance of staying calm, cold and collected in your delivery, I will tell you an interview story that my friend told me about a really nice recruiter who helped her get her current job. In her first interview in person, she was very nervous and apparently she saw herself in the first cycle of feedback. The recruiter called her back and said, "When you come back tomorrow, have a beer and relax." Some partial thoughts about the interrogation Everybody bombs some of their interviews. If you bomb the interview for lack of preparation, that's one thing. If you're bombing her because it wasn't an attack, try not to take it out on yourself remembering that you weren't just out of shape. It's just that you and the company weren't meant to be together. For example, if someone asked me one of those intentionally weird interview questions like "how many zeroes can you put in a Subaru?", I would be both SOL in the work department that raised why © It's a crazy question to ask someone. If it's been a while, you could really suck. But you'll get back to your style the more you do. So, if you are recently on the job market, try to put your interviews together in order of interest if possible--program those you are most interested in after having had some evidence works to less interesting roles. It's gonna be awkward, but answering the common questions you might run into, like, out loud, will make it sound more eloquent when it really matters. You want more tips for the interviews? Learn to do the best of a 30-minute interview. 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