

Interviewing for Soft Skills

Interviewing potential candidates is a serious affair. Beyond the basic qualities that most hiring managers seek, other attributes to contemplate exist.

Ideas

Here are four important suggestions to consider during the face-to-face interviewing process.

1. Preparation

Did the interviewee arrive at your office on time and have something to take notes on? Have copies of their resume? Without your asking for a 90-day action plan, do they have one?

2. Intellectual Curiosity

Pay attention to the quality and quantity of the questions they ask. These will indicate their level of understanding of the position and measure their passion for the role.

3. Warning Signs

Is this someone you could stand being in a car with? Is the interview all about them? One bad hire can impact the firm. Don't let shiny credentials overshadow signs that someone isn't a team player.

4. Coachability

Give the candidate a hypothetical, somewhat complex scenario and ask them to reply with a solution. While they are responding, take a time out and suggest a small tweak to their approach. Then let them complete their answer.

The purpose of the coach-ability exercise is not entirely to gauge their solution to a specific situation. It's also to see if they heard your bit of coaching and included any part of it in their response.

In addition, with the coach-ability exercise, you'll see how they react without having all the answers. Last, you'll witness how they think on their feet.

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