



CONTRACTOR INTERVIEW
QUESTION IDEAS

EMPLOYEE INTERVIEW QUESTION IDEAS

Basic interview questions:

- Tell me about yourself.
- How long have you been providing this service to clients?
- How did you get started in this line of work?
- What are your strengths?
- What are your weaknesses?
- What sets you apart from other contractors we might consider hiring?
- Why are you interested in this job?
- Where would you like to be in your career five years from now?
- Describe your ideal client.
- What client characteristics do you find difficult?
- Why should we hire you for the job?
- What do you know about our company?
- Do you have any questions for me?

Behavioral interview questions:

- What was the last project you led, and what was its outcome?
- How do you handle difficult clients?
- Have you ever been on a team where someone was not pulling their own weight? How did you handle it?
- Tell me about a time when you had to give someone difficult feedback. How did you handle it?
- Tell me about a time where you had to deal with conflict on the job.
- Describe how you would handle a situation if you were required to finish multiple tasks by the end of the day, and there was no conceivable way that you could finish them.

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Salary questions:

- How are your rates structured?
- Is your quoted rate fixed, or might it fluctuate? What might cause it to change?

Career development questions:

- Would you need any training to be able to perform this job?
- If this job were to develop into a full-time position, would you be interested in that opportunity?
- If you were given the opportunity to define your own role of responsibility, what would you most like to do at our company?

Getting started questions:

- How would you go about establishing your credibility quickly with the team?
- How long will it take for you to make a significant contribution?
- What could you accomplish within the first 30 days of this job?
- If selected for this position, can you describe your strategy for the first 90 days?

More questions about you:

- How would you describe your work style?
- What is your ideal working environment?
- What do you look for in terms of culture—structured or self-directed?
- What techniques and tools do you use to manage your client projects?
- If you had to choose one, would you consider yourself a big-picture person or a detail-oriented person?
- What kind of personality do you work best with and why?
- What is your company's mission statement?