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Here we are: the phase of the interview "fa-i-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 will 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 as to follow our style guide and website tone." Tell me about once you've received a difficult feedback or feedback you didn't agree with. What happened and what you learned fromfeedback? I'm looking for a experience that helped you grow so as not to commit the same mistakes again. I'm not looking for someone else's collect or talking to me about feedback you ignored. Example of a good answer «On my first step story, I got feedback that the IL was not suitable for our site. I reworked it with my manager, and I realized why this argument wouldn't work. Before my next launch, I took a closer look at the types of stories we covered on the site so that I can make more informed pitches for future stories. " What is your process [writing, editing, design, etc.]? I am interested in learning how you actually use the skill you have, whether it be writing, editing, analysis, marketing, SEO, or something else. I hope I know where you focus, what's more important to you when you do your job? I want to know that you have a caring way to do your job — a planning or understanding phase, a stage to do real work, time for a final revision or modifications, and a last look before presenting the job or passing it along. Example of a good answer "Before starting to change, I assure you to have an understanding of the goal of the piece. Next I read through it, then start making changes — great image before making sure the piece makes sense and has all the right information and sources, then grammar, before my final reading. I'll finally read the whole thing one last time before I return it to the writer to make changes." Tell me about a time you had to give a hard feedback or have a hard conversation. I hope I know how you handle difficult situations. It is inevitable that you should give someone a hard feedback, at some point, whether it is a small conversation or something change of career. I know that situations like these are difficult for everyone involved, but at some point you have to step forward for the good of the team, the project, your partner, you and the business. Example of a good answer "Once I was peer review of an article I thought didn't enough hit the brand for the topic and the audience we were going after. The person who wrote it was senior for me, so I'm afraid to go to them with this feedback, but I have listed all my reasons why this article didn't work for our goals. During our conversation, they were able to understand the feedback and expressed how much they liked to tell them. We talked through my ideas and were able to rework the piece in something we were both really proud of." What is the project that you are most proud to complete? I want to hear about a project that was challenging or complex — something that, when it was finished, felt proud of yourself for completion. Maybe you learned to work well with others or have developed a process to make the project a little more fluid, or maybe it's something that means a lot to you. There's no wrong answer here, but I want to knowOf significant for you. Example of a good answer "Last year in my class, I had a group project that used us a little to choose a topic and start. It was hard, but once we all sat down, aligned on the subject, and assigned roles, we gathered, and I was so proud of what we did. In a ton of work and ended up with one on the project. "Interview FAQ Here are advice for some scenarios of common interviews. How many information is too many? The first thing I would say here is that it's nice 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 strange 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 to what is more important to answer the question. What are some red flags in a candidate's response Or the way to answer? Some red flags for me include: yes-o-no answers without processing or details to support your answer. Dismissive sentences, type, "I already know how to do it" or "Son Or already an expert in this ". All that gives the impression that you think you are no longer to learn about a topic is concerning me. If I ask you for a challenging project you worked on, it's a red flag if you blame someone else. Okay ask an interviewer to repeat a question? Yes! If my question is not clear or you're not sure what I'm looking for, let me know and try to do a different way. Any advice for someone who was laid or does gaps in their curriculum? In general, see a gap in a resume doesn't concern me. Life happens, and I am more interested in the experience you have, not that you can have pauses between you. However, I would simply recommend being honest on any gaps if your interviewer asks. Are he sending a thanksgiving note after the expected or valuable interview? Personally I don't expect a thanksgiving ticket 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? 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 à € "most of everyone now holds 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 that's fine! We all know. It is guaranteed that one of my two cats will walk through my screen or end up on the background of a meeting at least once a day, and the interviews are not exempt from these visits. On a more practice note, I suggest testing your zoom before the interview. This includes make sure you know how to access and use the camera, test the audio e to have headphones at hand. If you happen to have an unstable or insidious internet connection on the day of your interview, don't worry — we were all there before, too. In some cases where someone has a strangerel often suggest turning off both cameras and just talking, because it generally helps keep audio from freezing. What interests you are interested in? What are your strengths and your greatest weaknesses? With what types of people do you have difficulty working? What does it distinguish you from other people who can do the same tasks as you? What role usually plays in a group? What tools do you use to stay organized? What's about you who people wouldn't know from your resume? What question was hoping that I would have done today, but didn't he do it and what would your answer be? What aspect of your current role do you like more? What questions do you have for me? Header Image Credits: Compassionate Eye Foundation / Gary Burchell, Luis Alvarez / Getty Images Learn more, do more. More relevant resources for the topic to expand your knowledge. Yena Williams has been an online writer for over 10 years. You love writing about the process of finding a job. Get ready! These 30 most common interview questions were taken by interviews that I was personally, as well as friends and colleagues in a variety of sectors. Have an idea of the questions you will ask yourself and know what you should say will give you an automatic board over your Vying competitors for the same job. So, put the stretched clothes and take that job! 1. So tell me about you. This is an old man, and not a brave. This will be 100% of 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 to the larger order order and discuss the work activities that are relevant to the position you are applying for.2. Why are you looking for a new job? It's a nice way to ask why you leave your old work. Be sincere and short, unless he was fired. Talking about wanting a more challenging opportunity, or wanting to try a new field.3. What do you know about this company / organization? Obviously you have to do research on 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 drop a line about the acquisition of a new company in a merger, they will be happy to know that you continue with current events in the field.4. What experience do you have in this field regarding this position? Go through your passed positions and explain how to correlate it to the current position. If the position is not exactly parallel to the position you are applying, it explains how it refers unexpectedly. Try to plan this before time, because it will be difficult to think up great answers on the spot.5. Why do you want to work in this company / organization? Now you know some of this company, then explain why VI enthusiasts of the company's mission or position, try to tie your career goals.6. you didFor further your skills and / or experiences? This can widely widely learn a new language through Rosetta Stone to take an Adobe Photoshop class. Talk about why you care about promoting your knowledge and skill Set.7. What is your greatest strength? There are many positive responses that you can respond with. Do not rush 20 different positive qualities, stick to a few times, and expand on them, Try to relate it to the location. Are they looking for a good team worker? Do they need someone who is extremely meticulous? Keep what qualities they are looking for in mind when selecting yours. My favorite is, results-oriented.8. What is your biggest weakness? This is quite complicated. The most common respondents became positive in a negative. Obviously the HR representative will see straight through this, since the 20 people before you have done the same thing. I'd be honest, but mention something minor or something completely unrelated to the position. If you're applying for a public relations job, you can talk about how bad you are at math.9.Are you a team player? Yeah, you're a team player. Don't ever say no. Describe an experience that shows you are a team player.10. If a collaborator were here, what would he have said about you? Think about any compliments you've been given by a colleague. Don't say, "I think he would have said"... Be specific. He mentions the occurrence as "Well, last year, my colleague, Don, said about me... After helping him complete a project".11. Why do you think we should hire you? Don't give a short answer here. Sound enthusiastic and give many reasons. Indicate how your skills and ideas will directly benefit the company. Make sure they know what you can bring to the position.12. Tell me about a time you made a suggestion that has been implemented? Think of a real suggestion that you made this net positive result. Be very detailed Not just saying, my idea has had positive results, it talks about how sales have increased by 26% within the three months for example.13. How do you cope with pressure or stress at work? Work great under pressure and stress.14. Have you ever had problems with any previous employer? This is a trick question. They are testing you to see if you would ever speak ill about an employer/co-worker. Say "no." 15. In terms of salary, what are you looking for? This question really depends on the work environment of the work you're going to. In some, you should give your number and others, they expect you to be more polite. If they seem to want an answer, give it a wide range. And, make sure you find the average salary range for that position online so that you can quote the right amount.16. How would you make up for your loss experience? Or do you think you're too qualified for this location? You are one or the other. Explain your strength of the character showing that you can compensate. Try writing like many related experiences possible to the work you want. Seem confident that you may be Much better at work. If you are too qualified, talk about why you are passionate about position and society. Discuss your passions for position and why you feel like work is actually a perfect solution. 17 How do you know if you've been successful at your job? Mention something like, if the customer/your boss was happy with your work. Talk about the goals you would set up and try to meet. 18 Are you willing to put the needs of the company/organization before your personal needs? Always answer yes. Unless the company did something illegal.19 What kind of person don't you like to work with? Say you agree with all kinds of people. They just want to know you're 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. Say something generic, like, "As long as the employer proves I'm doing a good job." 21 What motivates you to do a good job? No, it's not money. (Although it is!) Try something like "to become better at what I do," "to learn something new," or "to feel good about a well done job." 22 Tell me about a professional disappointment. It's about a real situation and how you managed it. It is not as negative as everyone has had a professional disappointment. 23 Have you ever learned from a mistake you made at work? It's about a mistake and what you learned. Make sure the mistake is not something so dramatic. Be sure to underline the lesson learned and how your behavior has changed from it! 24. Tell me about the funniest you had on a job. He's headed. Describe something you enjoyed doing, how to make a huge project or land a big-name customer. 25 What's your dream job? Be honest. Especially if the job is entry-level or mid-level. I'm aware you don't want to be an assistant for the rest of your life! However, if you are going for a high-level position, be creepy. No company wants to hire someone who doesn't like to do what they do. 26 How would you describe work ethics? They are simply trying to measure your laziness counter. Be confident and answer "it's fantastic"!27. Do you know anyone who works for this company? It's complicated. If someone called you or is a family member, you obviously shouldn't lie. However, be careful in mentioning a group of friends you know, in case your employer does not have such a warm impression of them. 28 Are you comfortable with the journey? How much? Be honest. You're the one who's gonna have to travel. Give a percentage of your comfort. 29 Will you be willing to work on time? night and weekend? Be honest here too, since you're gonna have to work30 Do you have any questions for me? Yes! You must always have questions prepared! You're at least six years old, as some of them could respond along the path if you and the interviewer were in conversation. Have a mix of general and specific questionsAt 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 could ask you for fashion projects, designers and fabrics. The same applies to a position in the food industry and etc. Make sure you also deplose specialized questions. Good luck! This article is accurate and faithful to the best of the author's knowledge. The content is for information or entertainment purposes only and does not replace the personal council or the professional council in business, financial, legal or technical matters. Memariamae on 03 August 2020: this is a useful guide when I have my interview. It arrived up to 6 important interviews Questions and answers Here too HTTPS: //Mariamaesalundaga.wixsite.com/mysite/post / ... you can verify it. MyCreditiONIni On 26 July 2016: I had an interview as the technological director of Robins Federal http: //www.mycreditunions.org/robins-federal-credi ... and I think by far the most important piece of the interview was the closure. Always ask if they have any additional questions for me. Then beginning ... I ask "what are the short and long-term goals of the position", and "how to define success in the position". This allows you to determine the biggest challenges of the location and determine who is the manager. So it closes with the highlight of your abilities around the definition of success. Works each time. NUGEREYES On 05 November 2015: thumb up! All information is quiet and useful especially for all job hunters. It was fantastic! Carrie November 29, 2014: Thumbs up! One of the best I've ever read! I hope to get the job :) Ryukendo on 22 February 2014: Thank you very much utiporsmulumba on October 16th 2012: these modal questions are typically used by most employers during interviews. Thanks! Suri Fouzdar February 25th 2012: How much can I take advantage of the field of IT sector: I can have the possibility to see other questions related to only IT sectors. !! Yena Williams (Author) from California in December 15, 2011: Cordbaly: those are also great examples of possible interview questions "problem solving". Thanks! Cardbailey on 07 December 2011: Other questions to look for are those that require you to provide a solution to a particular issue as "what would you do if you meet a dissatisfied customer who has troubled 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 useful for you! Pater Smith October 19, 2011: I is not afraid of every Anterview because of your help. It is really useful. I always thank you. yena Williams (Author) from California on 21 August 2011: Ekisman: I'm glad that the information was useful for you. The welcome! Eekeisman on August 20, 2011: Hub very useful. The interviews are always a challenge and it is nice to have some advice. Thanks! Yena Williams (Author) from California on 19 August 19, 19, Thank you!Gregory S Williams from California on August 18, 2011:Maned well. Straight forward and honest! Yena Williams (author) from California on March 21, 2011:vernpaulwriter: Congratulations on your work! Yes, writing jobs can be more casual than most. Thank you! Vernpaulwriter from backwoods of Nevada March 20, 2011:buon hub, I recently went to a job interview, without shaving holy shirt and jeans and still got the job, the boss looked worse, but it was a writing job. I was there to check the publication and I did not expect the editor to be there. Yena Williams (author) from California on February 26, 2011:M Zvyagintsev: Thank you for your compliments! I'm glad you've been helpful in Japan. It's interesting how questions don't change. Thank you!M Zvyagintsev from Auckland, New Zealand February 25, 2011: Fantaste! lol! I'm applying to work and live in Japan now, even if it's an online application form, the questions are very similar to what you would expect in a verbal interview. I love the sense of humor - brilliant writing :) MaxYena Williams (author) from California on February 25, 2011:agraj.us: I'm so glad it was helpful for you. Incorporating some of these questions into your company's recruitment process is a great idea. Thanks!agraj.us from CA, United States on February 25, 2011: I just book this hub, really informative... I'm applying your points in my company. Continue to sendYena Williams (author) from California on February 24, 2011:@crystolite: You're welcome! I'm glad it was useful for your interview. => Emma from Houston TX February 24, 2011:Thank you for this information. It will help me build my answer in an interviewYena Williams (author) from California February 24, 2011:Mike: Thank you!TreasuresoffHeaven: Thanks for the comment, appreciate it! Sima Ballinger from Michigan February 23, 2011:Great list of questions and answers. That's a good thing. Vote UP!Mike on 23 February 2011: Good synthesis of the most common questions, definitely accurate. Yena Williams (author) from California on 22 February 2011:Hello James: Thank you, I appreciate it! James on 22 February 2011: Great information, it is useful, nice hub:) Yena Williams (author) from California on February 16, 2011:@Peter Owen: Yes, it is definitely necessary for all American comrades without work, thank you!Peter Owen from West Hempstead, NY February 15, 2011: Nice list and right on the target. People should be prepared because the questions will be asked Yena Williams (author) from California on 11 February 2011:DjBryle: Thank you! I really wanted to help the graduates and other people suffering from unemployment and constant work interviews! DjBryle from Somewhere in the LINES of your MIND, and SPERVING at the RIPPLES of your Heart. => on 11 February 2011: I love this hub! Very useful and can really give so much help forHe's looking for work. Thank you for sharing! => Yena Williams (author) from California on 10 February 2011:@trojones345: I'm glad they're on the spot. Welcome to aFrom Fredericksburg, he goes on February 10th 2011: great blog. They asked me some of these questions recently! => Recently!

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