


CareerView Concerns

Interview Guide



You may want to consider the key areas that are challenges in your particular office, and then focus on those areas in your discussions with the candidate. Also, these interview questions are suggested for concerns that the candidate rated as “not sure” or “hard to handle.” Note that you should still discuss the potential challenges of the position with the candidates who respond “I am sure that I can handle this” to every item.

Consider asking the candidate which issues he or she is most concerned about. Then ask the candidate the following questions for as many of the concerns as you feel are appropriate. We recommend that you take notes as the candidate responds to your questions.

“You have indicated you think it will be hard for you to handle some issues a financial services sales representative is likely to face...”

ASK:

Why does this concern you?

Tell me about another time when you have had a problem with this?

Tell me why you think you will have a hard time with this now, if you obtain this position.

Tell me how you might change this from a problem to an asset.