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A job interview can be nerve-racking, but add oddball questions to the mix, and you have a formula for a challenging discussion. The good news for job seekers is that many employers prefer to stick with standard inquiries, according to a survey by staffing firm Accountemps. Questions about applicants' interest in the position and company were most frequently cited as senior managers' favorites (39 percent), followed by asking about candidates' previous experience (22 percent).

However, unique questions are never off the table. Some senior managers cited these as their go-tos:

- “What kind of animal would you be?”

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Pertaining to the position or company	39%
Previous or current experience	22%
Personal attributes and characteristics	18%
Personal goals and interests	10%
Theoretical questions	6%
Other	<u>6%</u>
	101%

**Responses do not total 100 percent due to rounding*

“While you can’t predict every question you may hear during an interview, candidates should practice responding to commonly asked questions to impress hiring managers,” said Bill Driscoll, district president for Accountemps. “Knowing your audience is crucial. Learn as much as you can about the company and position by conducting research, reading relevant news and reaching out to your network for insights.”

Senior managers reported the following interview questions among their favorites, and Accountemps offers the reasons they are commonly asked:

Category	Questions	What the hiring manager is trying to learn
Company or		

position

• “Why do you want

• If candidates did their homework

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Experience	<ul style="list-style-type: none">• “What did you like or dislike about your last job?”• “Tell me about your work experience.”• “Why did you leave your last job?”	<ul style="list-style-type: none">• The applicant's fit for the position• Patterns in work history• Transferrable skills if candidates are changing roles
Personal attributes or characteristics	<ul style="list-style-type: none">• “What are your strengths and weaknesses?”• “How do you interact with a team?”• “How do you handle stress at work?”• “What are your hobbies outside of work?”	<ul style="list-style-type: none">• If candidates have the right mix of technical and soft skills, such as communication and leadership• Applicants' work style• How individuals manage various situations
Personal goals	<ul style="list-style-type: none">• “Why did you choose this career?”• “Where do you see yourself in the	<ul style="list-style-type: none">• Whether the position would contribute to an applicant's overall career goals• If those objectives align with the company's• If their ambitions are a fit with the role

future?”

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