

## Conduct the 5-Core Question Interview



The traditional interview is a useless tool for predicting future success. A series of canned questions soliciting prepared answers from candidates feeding back what they think you wish to hear is not an effective interview.

We have developed over the last 25 years through 1,000 search assignments and 100,000 interviews, 5 core interview questions based upon the top 5 predictors of success. Using these interview questions as a core part of your interview process will dramatically improve hiring accuracy.

Most hiring managers believe that at least 100% of the candidates they meet embellish and exaggerate their accomplishments. The key to successful interviewing is to eliminate the opportunity to embellish and exaggerate and leverage a powerful tool to predict future success.

Combined with the Magnifying Glass Approach to Interviewing, no candidate will be able to make up answers fast enough. Instead, they'll be able to clearly and precisely describe their accomplishments or they will self-implode in the chair quickly.

## Spotlight on our Desktop Hiring Guide - Conducting a

Great Interview