



## Interview Outline

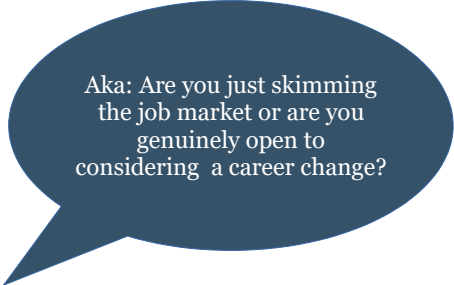
- The following sections may be arranged in different order -

## Section A

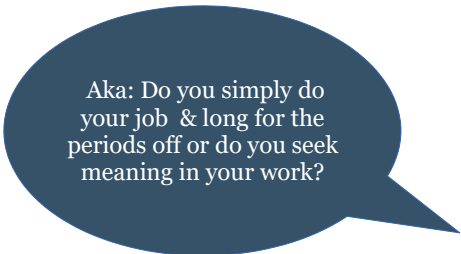
### Understand the interviewee's sincerity

Question: "Any questions or comments concerning the job brief"

Goal: Winnow those candidates who gave the opportunity in-depth thought from those who ask only superficial technical questions (worst among the bad: Those who ask about compensation package first thing)



Aka: Are you just skimming the job market or are you genuinely open to considering a career change?



Aka: Do you simply do your job & long for the periods off or do you seek meaning in your work?

## Section B

### Understand the interviewee's professional vision

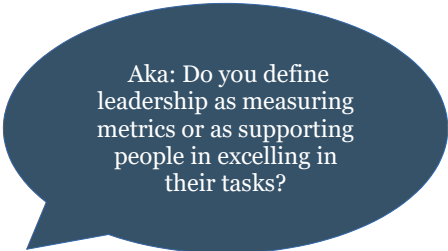
Question: "How do you conceive of yourself?"

Goal: Understand how the candidate thinks about her job, her contribution, and her impact

## Section C

### Learn about the interviewee as a leader

Questions: “How do you make a difference?”  
“How do you define success?”



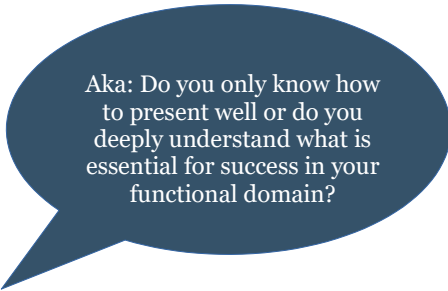
Aka: Do you define leadership as measuring metrics or as supporting people in excelling in their tasks?

Goal: Learn about the interviewee's concept of leadership

## Section D

### Learn about the candidate's functional expertise

Question: “Which phase did you like best in your career so far?”



Aka: Do you only know how to present well or do you deeply understand what is essential for success in your functional domain?

Goal: Winnow those candidates who choose to present seemingly impressive positions & use buzzwords from those who explain their choice in a comprehensive way