

INTERVIEW QUESTION GENERATOR

Purpose

Create interview questions that reveal a candidate's adaptability, learning capacity, and presence of mind rather than just technical knowledge.

Instructions

Use this worksheet to prepare questions for different phases of your interview process.

Part 1: Learning Capacity Questions

Generate questions that reveal how candidates approach unfamiliar challenges:

1. Basic template: "Tell me about a time when you had to learn something completely new for your role."

Your customized version:

2. Basic template: "Describe a situation where your initial approach to a problem didn't work."

Your customized version:

3. Basic template: "How do you stay updated on developments in your field?"

Your customized version:

4. Basic template: "What's something you taught yourself in the past year?"

Your customized version:

Part 2: Adaptability Scenario Questions

Create scenarios relevant to your team's actual challenges:

Scenario 1: Shifting Priorities Basic template: "Imagine you're working on a critical project when suddenly priorities change and you need to focus on something else. How would you handle this?"

Your customized version (specific to your team's context):

Scenario 2: Unexpected Obstacles Basic template: "What would you do if you discovered a significant problem right before a deadline?"

Your customized version (specific to your team's context):

Scenario 3: New Tools or Methods Basic template: "How would you approach having to use a new system/tool/methodology you've never worked with before?"

Your customized version (specific to your team's context):

Part 3: Collaborative Problem-Solving Questions

Questions that reveal how candidates work with others when facing uncertainty:

1. Basic template: "Tell me about a time when you had to work with someone who had a very different perspective or approach than you."

Your customized version:

2. Basic template: "How do you handle situations where you don't have all the information you need?"

Your customized version:

3. Basic template: "Describe how you've helped someone else learn something new."

Your customized version:

Part 4: Reflection Questions

Questions that reveal self-awareness and growth mindset:

1. Basic template: "What's something you're currently working to improve about yourself?"

Your customized version:

2. Basic template: "Tell me about a piece of feedback you received that was difficult to hear. How did you respond?"

Your customized version:

3. Basic template: "What do you wish you had known when you started your last role?"

Your customized version:

Part 5: Question Sequence Planning

Plan the flow of your interview questions:

Question Order	Question Type	Specific Question	What I'm Looking For
1			
2			
3			
4			

5			
6			
7			
8			

Additional Context:

The best interview questions:

- Are open-ended rather than yes/no
- Focus on past behavior and future scenarios rather than hypothetical opinions
- Allow candidates to demonstrate their thinking process
- Create space for authentic responses rather than rehearsed answers
- Reveal values and approach, not just skills and experience

Remember to listen not just for what candidates say, but how they say it. Do they take ownership of mistakes? Do they acknowledge others' contributions? Do they show curiosity about challenges? These signals often reveal more about future success than perfect technical answers.

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