



Ninety-nine percent of hiring mistakes are predictable and avoidable. Make better hiring decisions by asking the questions most managers don't. Companion to the book *How to Say Anything to Anyone*, learn what candidates will do if you hire them, not what they might do. Get the information you need to hire the right person the first time, every time.

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What is your impression of this organization?
How would you describe this organization to a friend?



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What three things will make you stay with this organization?
What would make you leave?



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Tell me about a previous organization that was a bad fit.
How did you know you were in the wrong organization?



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Tell me about a time you received negative feedback.
What did you learn?
What did you do with the information?



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What's your reputation where you work or used to work?
If I asked the people you work(ed) with to talk about you, what would they say?



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