

# Developing Effective Interview Questions

Use the interview structure that you worked on with your hiring manager to come up with some questions.

1. Pick some attributes you'd like to interview for.
2. Decide which type of question is best suited for the attribute. As a reminder, the types of attributes are:
  - a. **Skills** – the hard, technical requirements for the role
  - b. **Traits** – “soft skills” or personal abilities
  - c. **Qualifications** – easily verifiable experiences or accomplishments
3. Design a question to test the attribute.

You can come up with some answer guides on your own, but for others you may want to collaborate with your hiring manager.

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## Attribute Type: Skill

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ATTRIBUTE:

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Question 1

Answer Guide

ATTRIBUTE:

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Question 2

Answer Guide

### Attribute Type: Trait

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ATTRIBUTE:

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Question 1

Answer Guide

ATTRIBUTE:

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Question 2

Answer Guide

### Attribute Type: Culture Fit (Trait)

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ATTRIBUTE:

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Question 1

Answer Guide

ATTRIBUTE:

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Question 2

Answer Guide

**Attribute Type: Qualification**

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ATTRIBUTE:

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Question

Answer Guide