



25 Interview Questions That Go Beyond The Resume

*So You Can Figure Out The Type Of
Person You're Really Hiring*

***Guaranteed to drastically improve the quality of
interview conversations you have***

25 INTERVIEW QUESTIONS THAT GO BEYOND THE RESUME

The real driver for making a great hiring decision is in understanding the person behind the resume—who they truly are, what motivates them, and whether they're a genuine fit for your team.

By asking these thought-provoking questions, you'll be able to:

- **Foster Real Conversation:** Move past the surface-level chit-chat and dive deep into what makes a candidate tick.
- **Gain Authentic Insights:** Discover the true personality, passion, and character of the person sitting across from you.
- **Cut Through the BS:** Eliminate rehearsed, generic answers that mask a candidate's real motivations.
- **Spot Red Flags Early:** Identify inconsistencies and areas of concern that conventional questions often miss.
- **Build Genuine Relationships:** Create an interview experience that not only assesses fit but also lays the foundation for a strong, trusting connection.
- **Stand Out From the Crowd:** Offer candidates an interview they won't forget—a refreshing break from the typical, scripted encounters they may face elsewhere.

This is your secret weapon for making confident, informed hiring decisions. When you use these questions, you'll ensure that every interview is a unique, honest conversation, setting your process apart and giving you the clarity to hire not just a resume, but the right person for your organization.

INTERVIEW QUESTIONS

5 Questions to Reveal Core Life Motivations:

- These questions help you uncover the deep-seated drives that shape a person's decisions and actions. It's about understanding what fundamentally inspires them—be it passion, values, or long-term goals—that guide their life choices beyond immediate circumstances.

5 Questions to Determine A Candidate's Natural Skillset:

- These questions help you identify the innate abilities or talents a candidate possesses—those skills they excel at naturally, often without extensive training. It highlights their inherent strengths and how they approach tasks or challenges with ease.

5 Questions To Uncover A Candidates Real Motivations For Wanting The Job:

- These questions probe into the genuine reasons a candidate is drawn to a particular role. It goes beyond surface-level answers to reveal whether their interest aligns with the company's values, mission, or the personal growth opportunities the job offers.

5 Questions To Clarify A Candidates Sense of Purpose & Success:

- These questions look at how individuals define what it means to be successful and what gives their life meaning. It examines whether their idea of success is aligned with personal fulfillment, impact, or specific achievements, providing insight into how they measure accomplishment.

5 Questions to Reveal a Person's True Character:

- These questions focus on exposing the underlying qualities that define who someone really is—such as their integrity, resilience, empathy, and authenticity. It's about looking past the superficial to understand their ethical framework and personal values.

REVEALS CORE LIFE MOTIVATIONS

1. What gets you out of bed in the morning, even on the tough days?

a. **Why it works:** Reveals their deeper sense of purpose, resilience, and what fuels their determination.

2. If you could accomplish one thing in your lifetime that would make you feel truly fulfilled, what would it be?

a. **Why it works:** Taps into their long-term vision, personal values, and definition of fulfillment.

3. When do you feel the most energized and alive? What are you doing in those moments?

a. **Why it works:** Helps uncover passions, intrinsic motivation, and activities that bring them joy and purpose.

4. What's a challenge you've faced that shaped who you are today?

a. **Why it works:** Reveals resilience, personal growth, and the underlying motivations formed through adversity.

5. If you didn't have to work for money, how would you spend your time?

a. **Why it works:** Provides insight into their true interests, passions, and what drives them beyond external rewards.

DETERMINES CANDIDATE'S NATURAL SKILLSET

1. What's something you've always been naturally good at, even before you started working?

a. **Why it works:** Reveals inherent talents and abilities developed through life, not just professional settings.

2. What's something people have consistently complimented you on throughout your life?

a. **Why it works:** Provides insight into personal strengths recognized by others, often reflecting natural talents.

3. When you're in a group setting, what role do you naturally take on without thinking about it?

a. **Why it works:** Highlights relational skills, leadership tendencies, or collaborative instincts that emerge naturally.

4. When learning something new just for fun, how do you usually go about it? Do you dive in, research first, or figure it out through trial and error?

a. **Why it works:** Sheds light on their natural learning style, curiosity, and approach to personal development.

5. Share a moment when you felt completely immersed in what you were doing—so much so that you lost track of time? What were you doing?

a. **Why it works:** Highlights natural passions, strengths, and areas where they experience a state of flow—often linked to innate gifts.

UNCOVERS REAL MOTIVATIONS FOR WANTING THE JOB

1. In what ways do you believe this opportunity aligns with the kind of person you're trying to become?

a. **Why it works:** This question forces the candidate to reflect on their personal growth journey and how your role connects to their deeper aspirations, not just career goals.

2. What parts of this role or our company's mission resonate with you on a personal level, and why?

a. **Why it works:** This question tests whether they've truly engaged with your company's values, mission, and vision, and if those elements connect with their personal beliefs or experiences.

3. What specifically about this role or our company caught your attention and made you want to apply?

a. **Why it works:** Cuts through generic answers and forces the candidate to demonstrate genuine interest and research.

4. If you were offered multiple job opportunities right now, what would make you choose this one over the others?

a. **Why it works:** Reveals what they value most—whether it's culture, growth, impact, or alignment with their personal goals.

5. What about this job sparks genuine excitement for you, aside from career progression or salary considerations?

a. **Why it works:** This question forces candidates to pinpoint the unique aspects of the role that truly inspire them, revealing whether their interest goes beyond practical benefits.

CLARIFIES THEIR SENSE OF PURPOSE & SUCCESS

1. If this role offered no title changes or promotions for the next five years but gave you meaningful work and growth opportunities, would you still be excited about it? Why or why not?

a. **Why it works:** Directly tests if their motivation comes from meaningful contribution and personal growth or if their focus is on titles and climbing the corporate ladder.

2. When you think about success, how much of that is tied to recognition, status, or financial reward—and how much is tied to personal growth, relationships, or impact?

a. **Why it works:** Reveals the balance between extrinsic and intrinsic motivations, providing a clear understanding of what truly drives them.

3. What aspects of your previous roles brought you the greatest sense of fulfillment, regardless of pay or promotions?

a. **Why it works:** Uncovers their genuine sense of purpose and whether they are more motivated by the work itself rather than external rewards.

4. If you had financial security for life, what kind of work would you choose to do and why?

a. **Why it works:** Strips away external motivators like status and money, allowing you to see what truly inspires them and where their passion lies.

5. When considering a new opportunity, what weighs more heavily in your decision: alignment with your values and interests, or advancement opportunities and compensation?

a. **Why it works:** Forces candidates to reflect on their true priorities and whether they are seeking personal alignment or primarily motivated by external validation and rewards.

REVEALS A PERSON'S TRUE CHARACTER

1. Tell me about a moment in your life when you had to stand up for something you believed in, even though it was uncomfortable or risky. What did you learn about yourself?

a. **Why it works:** Reveals courage, moral conviction, and how they handle personal risk for their values.

2. Describe a time when you had to admit you were wrong, not just to yourself but to others. How did you handle it, and what changed afterward?

a. **Why it works:** Tests vulnerability, accountability, and emotional maturity.

3. What's the hardest personal boundary you've ever had to set, and how did it impact your relationships?

a. **Why it works:** Highlights self-respect, emotional intelligence, and ability to foster healthy relationships.

4. Share an experience where you had to choose between helping someone else or prioritizing your own well-being? How did you make that decision?

a. **Why it works:** Explores empathy, self-awareness, and how they navigate complex moral dilemmas.

5. What's something you believe about yourself that others often misunderstand? How do you handle that misunderstanding?

a. **Why it works:** Uncovers self-awareness, authenticity, and their ability to navigate misperceptions with grace and clarity.

Asking Great Questions Is Just One Piece Of The Process.

Asking the right questions is just the beginning. Hiring the best people—the ones who will thrive in your company, align with your culture, and contribute to long-term success—requires a solid, repeatable process.

I spent 15 years studying, implementing, and optimizing the hiring process for small businesses. I took everything I learned and created a hiring framework specifically for small business owners who do their own hiring—so they can implement a proven step-by-step system to help them attract, interview, and hire the right people with confidence.

This framework will help you:

- Save money by reducing turnover and hiring mistakes.
- Stop wasting time training employees who won't work out.
- Grow your business with a team that actually makes things better.
- Build trust & loyalty with employees and customers.
- Strengthen your reputation and deliver exceptional customer experiences.

Save Thousands Per Year On Hiring And Build A Team That Will Help You Grow Your Business

Click Here to [**Learn More About The Hiring Framework**](#) and take the guesswork out of hiring for good.

[Hiring Framework](#)