Types of questions to avoid

UNIMAGINATIVE QUESTIONS_ which sound “canned” and for which the applicant usually has a prepared answer. For example, “What would you like to be doing five years from now?”

MULTIPLE QUESTIONS which “run on” and require the applicant to answer a long, confusing series of questions.

OBVIOUS QUESTIONS which suggest a correct answer. These types of questions often reveal the answer the committee is looking for and help applicants create answers to fit those attitudes. For example, “This university wants employees who are creative and flexible. What kind of employee are you?”

NEGATIVE QUESTIONS which reveal an unfavorable attitude toward an applicant or topic. For example, “You don’t have much experience in supervision, do you?”

ILLEGAL AND NON JOB-RELATED QUESTIONS (see page 30)