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## Question of the Week

June 24, 2026

### Question

What kinds of interview questions should we ask to assess a candidate's competency for the position?

### ANSWER

We recommend asking a combination of behavioral, situational, and job-specific questions.

Behavioral questions ask the candidate to explain how they approached challenges in the past, what the outcome of their approach was, and what, if anything, they learned or would do differently now. These questions are useful for validating a candidate's skill set as well as their awareness of why they did or didn't succeed. You can start these questions with variations on "Tell me about a time when ...". The candidate's answers should give you a sense of whether they would be successful when navigating similar circumstances or challenges in the future. When asking these questions, press for details and ask follow-up questions.

Situational questions present hypothetical scenarios relevant to the role and ask the candidate to explain what they would do in that situation. They're helpful for evaluating a candidate's critical thinking and problem-solving skills, especially in cases where the candidate lacks direct experience. These questions typically start with "What would you do if ..." followed by a realistic challenge they'd face on the job.

Job-specific questions assess whether the candidate can do what they say they can do. These are best drafted and posed by someone who has the technical expertise to evaluate the accuracy of the answers given. If you're already requiring candidates to provide work samples or take a test, you

could spend less time on these questions or forgo them altogether. That said, if you have concerns about hiring someone who doesn't actually have the technical knowledge and skills needed for the role, time here might be well spent.

Learn more about [hiring](#) on the platform.

*This Q&A does not constitute legal advice and does not address state or local law.*