

Executive Recruiter Interview Questions And Answers Guide.



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Executive Recruiter Job Interview Preparation Guide.

Question # 1

Do you know the purpose and importance of recruitment?

Answer:-

The purpose of recruitment is to:

- * Attract the maximum number of candidates to the organization and encourage them to apply
- * Create strong database and select the best candidate for the position
- * Ascertain the current and future manpower requirements of the organization
- * Make the hiring exercise a cost effective one

Importance of recruitment is:

- * To identify the potential candidates within the organization for future man power requirements
- * To identify the outside candidates and hire them to meet the man power requirements
- * To establish various sources of candidates
- * To help in increasing the success of hiring process

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Question # 2

Do you know what are the main components of a recruitment policy?

Answer:-

The main components of a recruitment policy are:

- * - Terms of recruitment
- * - Sources of recruitment
- * - Using the services of placement agents
- * - Payment terms and conditions for placement agents
- * - Recruitment of contractual employees
- * - Obtaining requirements from departments
- * - Selection process
- * - Employment terms and conditions

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Question # 3

Tell me who is your mentor/s and what recent challenge/s have you sought their advice for?

Answer:-

This question helps determine if they have a 'go-to' person outside of their company. It highlights their need for help or counsel, which can be an indicator of a desire to learn and grow.

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Question # 4

Tell us if you are in transition, please give me a one or two line synopsis of why you left the last company?

Answer:-

You know how many people told me they got fired? Out of 20,000, maybe two? It is REALLY important that you are honest with the Recruiter on why you left. If it comes out later that you lied, you are going to be dropped from consideration. If you are already on payroll, you WILL be fired. I have a Casino President that would not tell me why he left. Finally he said, "I did not make my numbers" and I replied, "Maybe your number were not realistic." There are plenty of good reasons to leave a company. Don't be shy - be honest!

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Question # 5

Tell us why don't you tell me about yourself?

Answer:-

This question, often the interview opener, has a crucial objective: to see how you handle yourself in unstructured situations. The recruiter wants to see how articulate



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you are, how confident you are, and generally what type of impression you would make on the people with whom you come into contact on the job. The recruiter also wants to learn about the trajectory of your career and to get a sense of what you think is important and what has caused you to perform well.

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Question # 6

Tell me how do you explain your job success?

Answer:-

Be candid without sounding arrogant. Mention observations other people have made about your work strengths or talents.

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Question # 7

Explain me me About A Failed Project?

Answer:-

Much like with the greatest weakness question, being asked about your failed projects can be another way that interviewers catch their candidates off guard. It is highly important to avoid saying answers such as "but it wasn't my fault" or "it would have worked if they had listened to me." The interviewer is not interested in who was to blame, and does not aim to embarrass you on your past mistakes. What they are looking for is someone who is able to learn from their mistakes and have the experience and knowledge to ensure that the mistakes do not repeat themselves. Answering that you "don't have any failed projects" could show that you lack experience, so it is best to avoid that answer too. Give the interviewer a concise story with an explicit conclusion that demonstrates your ability to learn.

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Question # 8

Tell us how do you like to be managed?

Answer:-

Asking this question helps hiring managers understand the level of responsibility that candidates are comfortable with, and will ultimately allow them to determine if their management style matches candidate expectations.

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Question # 9

Explain me what would your current employer need to offer in order to keep you?

Answer:-

Your candidates' responses can tell you a lot about their current work situation and the likelihood that they will accept a new offer. This question even provides insight into the possibility of a counter offer from their current employer.

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Question # 10

Explain me what methodology do you use to evaluate the financial success of a business?

Answer:-

Candidates who are well-suited for executive level assignments are astute in matters of finance. They are able to glean information quickly from financial reports and take the appropriate actions to ensure profitability for the business.

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Question # 11

Tell us what salary are you looking for?

Answer:-

Well, I am currently at \$ _____, but my main concern is an opportunity with a company that will allow me to develop my skill sets and grow as an individual.

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Question # 12

Tell me what are the various internal and external sources of recruitment?

Answer:-

There can be two kinds of sources of recruitment for organizations - Internal and External.

Internal recruitment - It means getting the candidate from within the organization to fulfil a vacancy. Internal recruitment can be done by:

- * - Transfer - transferring an employee from one location/ department to other.
- * - Promotion - Taking the employee higher up in the hierarchy
- * - Ex-employees - These could be the retired or retrenched employees
- * - Demotion - Lowering the position of an employee in the hierarchy for various reasons

External recruitment - It means getting the absolutely new candidate to the company. The sources of these employees could be many:

- * - Job notifications in the print/ online media
- * - College campuses
- * - Placement agents
- * - Unsolicited applicants
- * - Employee referral program
- * - Employment exchange
- * - Labour contractors

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Question # 13

Tell me what is Poaching/ Raiding?

Answer:-

Poaching in recruitment means hiring the employee of a competitor who is working in the same capacity as desired by you. This is a major challenge faced by the HR managers as it causes the leakage of talent from an organization and effects its productivity. The employee is usually hired by offering him better salary and perks.

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Question # 14

Explain me what qualities would you look for in consultants before getting them on board for your recruitment activities?

Answer:-

If a company decides to outsource its recruitment activities, it looks for a consultant to do this job. Following are the important qualities, a company should look for in the consultant before hiring them -

- * - Experience and expertise in the sector
- * - Resources they possess
- * - Achievements in the last projects
- * - Flexibility and adaptability
- * - Result orientation

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Question # 15

Tell me do you know what the most important leadership traits look like for your company?

Answer:-

Our clients have constantly asked us for Relentless Learners, People/Colleague Developers, and Results Drivers. Yours may be different, but these have consistently come up for us over the past 4 years.

Once you have clear answers to the questions above, you can begin your outreach and alignment process. Your goal when you get to an in-person interview stage is to spend time with as few, highly aligned candidates as possible. Your time is valuable. Their time is valuable. Make sure your initial screening process is so strong that only the best of the best make it to the in-person interview stage.

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Question # 16

Tell us what's the one mistake you've made in your career that you wish you could go back and fix?

Answer:-

If the candidate isn't able to share a specific story, keep looking. Every leader has made a mistake.

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Question # 17

Explain me to which recruiters have you submitted your resume in the last 12 months?

Answer:-

Again, be honest! If you are using one or two Recruiters you know personally, perfect. More than two is spamming, and smells like desperation. Personally, I look at which Recruiters the candidate is using as well. I'm 25%, so if they are being represented by a 15% Recruiter, I am out. Not judging. I like Costco, but I get my suits at Sak's and Nordstrom's. You are trusting your career with the Recruiter; don't use a discounter.

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Question # 18

Explain me a situation where you were part of a failed project?

Answer:-

If you can't discuss a failure or mistake, the recruiter might conclude that you don't possess the depth of experience necessary to do the job. The recruiter is not looking for perfection. He or she is trying better to understand your level of responsibility, your decision-making process, and your ability to recover from a mistake, as well as what you learned from the experience and if you can take responsibility for your mistakes.

Respond that you'd like to think that you have learned something valuable from every mistake you have made. Then have a brief story ready with a specific illustration.

It should conclude on a positive note, with a concrete statement about what you learned and how it benefited the company.

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Question # 19

Tell me what Is The One Thing You Would Change About The Company If You Could Today?

Answer:-

When questions like this appear during an interview, it really highlights the importance of conducting due diligence and research on the potential employer. Executives are hired to make decisions and think on the spot, and so this is a great way for recruiters and potential employers to test this. The interviewer will not expect a fully thought out strategy, but will assess the candidate's thought process, attitude, and priorities.

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Question # 20

Please explain what did you like most about (a job on their resume)? What did you like least about this job?



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Answer:-

Answers to these questions are very telling about candidates' motivation, personality and potential cultural fit. If the job they least liked has similar qualities as the job they're being interviewed for, then they're probably not going to be a good fit and likely won't stick around for long.

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Question # 21

Please explain what steps or techniques do you take to ensure you meet the commitments of your role?

Answer:-

Candidates' answers tell a lot about their follow-through on commitments and dedication to their jobs. Look for specifics in their responses. Dedicated, committed employees will be able to speak to their efforts to ensure they do a good job in their roles. They will speak to prioritizing tasks and managing their time.

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Question # 22

Do you know the internal and external factors affecting recruitment?

Answer:-

There can be various internal and external factors which affect the recruitment process.

Internal factors - The factors which are under the control of organization are called internal factors.

These could be -

- * i.) Recruitment policy of the organization
- * ii.) Human Resource Planning
- * iii.) Expansion plans
- * iv.) Cost of recruitment

External factors - These are the factors which are not under the control of the organization.

These could be -

- * i.) Availability of talent
- * ii.) Brand image of the organization
- * iii.) Politico-social environment
- * iv.) Legal conditions
- * v.) Economic condition of the market
- * vi.) Recruitment policy of the competitors

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Question # 23

Tell me if you are required to recruit expats, what qualities will you try to judge during the interview?

Answer:-

When there is a shortage of skills and talents at a particular geographical location, the company tries to hire people from other geographical locations. These people are called expats. Sometimes the companies require only expats for certain positions - depending on their recruitment strategy. While hiring expats it is important to judge following qualities in them:

- * - Professional qualifications and expertise
- * - Adaptability and Flexibility
- * - Cultural sensitivity
- * - Family conditions
- * - Open mindedness
- * - Any past international work experience
- * - Level of self-motivation

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Question # 24

Explain me about a time when you had to make a tough business decision that supported your company's purpose, but may have had a negative, short-term financial impact?

Answer:-

This question helps us get a sense of the leaders commitment to the mission or purpose of their previous company and how willing they are to make the hard decisions leaders have to make when faced with the trade-off of staying true to the company mission/purpose or deciding to pursue short-term interests.

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Question # 25

Please explain about a time when you had to use your interpersonal skills to build a network of contacts to reach goals?

Answer:-

I'm looking for candidates to describe how they've done this in the past and how building a network helped them be successful. I'm also looking for creative or unique ways they've thought outside the box in order to get introduced to new contacts or reach their goals.

How they answer this question allows me to understand their communication skills, as well as their ability to build rapport and long-term relationships with others.

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Question # 26

Explain me what should be the focus of recruitment policy of a company?

Answer:-

A good recruitment policy helps the organization in developing an effective recruitment process. It can be termed as the first step in developing an efficient



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recruitment process. A recruitment policy defines the recruitment objectives and clearly defines the framework to work within.

A good recruitment policy should focus on:

- * - Being unbiased towards all candidates
- * - Recruiting the best talent
- * - Helping the employees identify their potential
- * - Promoting transparent, merit based selection
- * - Developing cost effective recruitment process
- * - Appointing an authority for final decision
- * - Being socially, politically, legally and economically friendly

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Question # 27

Explain me difference between recruitment and selection?

Answer:-

- Recruitment aims at searching for the talent and promoting the candidates to apply for the position while selection is the process of screening the candidates to fill a position with the most suitable candidate.
- Recruitment process get a pool of candidates for the selection process to work and choose the best one.
- Recruitment encourages more and more people to apply while selection eliminates unsuitable candidates to zero down on the best one.
- There is no contractual agreement between the employee and the employer in the recruitment process while after the selection a contract is agreed upon by the employee and the employer.

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Question # 28

Explain me what are the elements of an effective recruitment strategy?

Answer:-

The purpose of a recruitment strategy is to hire the best talent a company desires in a timely and cost effective manner. Following are the main elements of an effective recruitment strategy:

- * - Identifying the jobs
- * - Type of candidates required depending on their - performance, experience, domain knowledge.
- * - Sources to tab - job portals, campuses, competitor's employees, employee referral
- * - Assigned recruiters
- * - Process to evaluate and hire candidates

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Question # 29

Tell us as you think about your career, who is a team member you had a huge impact on and what are they doing today as a result of your leadership?

Answer:-

This question helps us understand if the candidate has a specific story about someone they coached/mentored/developed and the details of what that person is doing today. Specificity is the key here - details, and lots of them.

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Question # 30

Tell me what is your desired base salary?

Answer:-

This is used to weed out unrealistic expectations. I routinely have executives at \$100,000 ask for \$150,000 to \$200,000. That is just not going to happen. Even if I believe you are worth that number, Human Resources is going to shoot me down. Companies do not give fifty to one hundred percent salary increases. 20% to 25% is reasonable. I drop a significant number of candidates due to their unrealistic expectations. They are good, solid people, however they have an inflated opinion of their abilities. Kind of like when people sell a house - they typically price it way too high.

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Question # 31

Tell me How Much Money Are Your Looking For?

Answer:-

The compensation negotiation question has remained a top dreaded interview question for executives and non-executives alike. Demand too much and you could price yourself out of consideration, but asking for too little can be damaging to your career trajectory for years to come. The best way to handle the question is to attempt to get the interviewer to state a salary range first. Failing that, you could quote your research on what the average pay is for someone in that role in that location, or consult salary comparison websites and quote your findings in your answer. Make sure that you have clearly thought about your cost of living, the cost of a potential move and other additional costs to make sure that the career move would be worthwhile.

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Question # 32

Tell us what other positions are you currently interviewing for?

Answer:-

Not always, but oftentimes, if a candidate is interviewing with your company, he or she is also interviewing elsewhere. Finding out what other positions candidates are interviewing for provides you some additional insight. Are the roles they're applying for similar to yours or completely different?

A follow-up question asking what the candidate likes about the other positions he or she is interviewing for can be revealing as well. Candidates' responses can help you understand more about what they're truly looking for in a new position and may help you determine if the position you're hiring for matches their career goals.

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Question # 33

Tell me if you could go back and give your 21-year old self a valuable piece of advice, what would you say?

Answer:-

This question helps us understand the depth of a candidate's introspection and reflection ability.

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Question # 34

Explain me about a contentious situation between colleagues you've had to resolve. Specifically, how did you work through the tension?

Answer:-

This question helps us understand the candidate's approach to conflict resolution. Again, specifics matter.

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Question # 35

Explain what do you understand by "Equal Employment Opportunity"?

Answer:-

Equal employment opportunity means an equal and fair treatment for all people. There is no discrimination among the employees or candidates on the basis of: race, age, sex, marital status, disability, sexuality, pregnancy etc.

Equal employment Opportunities help in overall development of both the society as well as the organization. They help the organizations in creating a good image for themselves and discharging their social responsibilities.

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Question # 36

Explain me about a time when you had a disagreement at work and how you handled it?

Answer:-

You can expand on this further by asking about a disagreement with a superior and/or a colleague.

I like this question because it gives hiring managers insight into how candidates handle conflict at work. Are they naturally confrontational, quiet and secretly stewing or balanced when it comes to conflict? If they cannot give you an example, they may be hiding something.

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Question # 37

Why are you leaving your present position?

Answer:-

Although I enjoy my work, and _____ is a great company, my current situation does not allow me to grow. When I heard about this opportunity, it seemed to be more in line with my career goals. (Always be positive, but give a reason for leaving)

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Question # 38

Explain me what are the advantages of outsourcing the recruitment services?

Answer:-

Many organizations outsource their recruitment services to the placement agencies. The main advantages of doing so are as follows:

- * - It allows the organizations to focus on core and strategic activities
- * - It leads to optimal use of resources and time
- * - It provides access to the expertise of the placement agents
- * - Reduction in recruitment cost

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Question # 39

Explain me what leader or leaders do you look up to and why?

Answer:-

This question helps us understand their leadership style. If the candidate is a huge fan of Jack Welch for example, and the company we represent has a collaborative culture, it's a good data point that might suggest misalignment in culture and values.

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Question # 40

Tell me if you could work on solving any problem in the world, what one problem would it be?

Answer:-

This question provides insight into the difference in the world they want to make and perhaps an indicator of their true passion. Is it aligned to your company's mission and purpose?

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Question # 41

Tell me do you have any contingencies (have to sell your house, spouse needs to find a job)?

Answer:-



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This is not IBM in the 1960s. No one is going to buy your house off you. And it's not the Recruiters responsibility to find your spouse a job. Contingencies translate to you performing the job search on your own. Recruiters like flexible executives that will do whatever it takes to move their career forward.

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Question # 42

Tell me what specific mental, physical, emotional and/or spiritual activities do you engage in to keep yourself operating at your optimum level?

Answer:-

This question reveals the candidate's approach to their overall well-being.

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Question # 43

Tell us what is recruitment management system? What are its features and benefits?

Answer:-

Recruitment management system is a tool for effective management of recruitment process. It helps in quick, reliable, accurate and unbiased processing of various applications.

- The system helps in efficient management of system by automatically maintaining the database of candidates.

- It works as a good interface between various parties involved in the whole process

- It helps in better communication.

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Question # 44

What is your weakness as Executive Recruiter?

Answer:-

Unfortunately, I am a perfectionist and set high expectations for myself and I always expect my peers to demand as much of themselves. (Always answer with a positive rather than a negative attribute)

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Question # 45

Explain me the process of recruitment through placement agents?

Answer:-

The process of recruitment through placement agents consists of following steps:

* - Brief the consultant about the profile and the candidate

* - Placement consultant shortlist some candidates and sends the CVs

* - Company's representative shortlists the CVs sent by consultants

* - Interview is scheduled by the agent

* - Interview conducted by the company's representative

* - If the candidate is selected, he is given an offer after the negotiation else the consultant sends another candidate

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Question # 46

Explain me about a situation where you did not get along with a superior?

Answer:-

The wrong answer to this hot-button question is, "I've been very fortunate and have never worked for someone I didn't get along with."

Everyone has had situations where he or she disagreed with a boss, and saying that you haven't forces the recruiter to question your integrity. Also, it can send out a signal that the candidate is not seasoned enough or hasn't been in situations that require him or her to develop a tough skin or deal with confrontation.

It's natural for people to have differing opinions. When this has occurred in the past, you could explain that you presented your reasons and openly listened to other opinions as well.

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Question # 47

Basic Executive Recruiter Job Interview Questions:

Answer:-

* What is the philosophy of the company or organization?

* What do you consider to be the company's strengths and weaknesses?

* What are the company's plans and goals?

* Describe the work environment and company culture.

* What attracted you to this organization?

* Why do you enjoy working for this company?

* Describe the typical responsibilities of the position.

* What are the challenging facets of the position?

* Describe the opportunity for training and professional development.

* Are there opportunities for advancement within the organization?

* Why is the position open?

* Who previously held this position?

* What was their performance and where are they today?

* What type of responsibilities and authorities does the position hold?

* Does the company see this position as important for its growth?

* When I have succeeded in accomplishing the tasks of this position, where would my next step be?

* Is there a defined career path?



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Question # 48

Operational Executive Recruiter Job Interview Questions:

Answer:-

- * Tell us about your experience in our industry.
- * Which jobs in our industry are the hardest to fill and why?
- * After speaking to your client/hiring manager about a new position, how do you structure your search? How do you go from your long list to your short list?
- * Describe your preferred mix of candidate sourcing methods. What has worked well for you? What do you no longer do?
- * What was difficult about sourcing in companies you've previously worked for?
- * List and describe your favorite tools for tracking and following up with candidates.
- * How do you approach interviews? What is your game plan? What are you trying to find out?
- * Talk about a hiring process from a previous company. What worked well? What didn't work well? What would you change?
- * Here's our current time to hire, cost per hire, and success rate. What could we do to improve these? Where would you start?
- * Describe the common challenges of working with hiring managers.

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Question # 49

Top 10 Executive Recruiter Job Interview Questions:

Answer:-

- * How would you describe the general culture of the company and the workplace?
- * Why did you choose this company?
- * Will there be any form of training provided?
- * What are some of the biggest challenges/successes facing the department currently?
- * What process will be used to evaluate my employee performance?
- * Who will be my direct supervisor?
- * Are there many opportunities for professional development within the company?
- * What is the usual time frame for making the hiring decision?
- * May I contact you if any further questions arise?
- * Do You Consider Yourself To Be A Strategic Thinker?

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Question # 50

Explain me about A Situation Involving Conflict Management?

Answer:-

Rather than answering that you "have been quite fortunate and have never had a conflict at work," which can appear to be disingenuous or show that you lack experience in dealing with workplace conflict, instead answer in a way that shows that you are a team player and possess strong interpersonal skills. You could highlight your ability to listen to the opinions of others, negotiate, persuade, and build consensus among your team. Negative sounding questions are often great opportunities to highlight positive attributes!

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Question # 51

Tell me the e-recruitment techniques. What are the advantages of e-recruitment?

Answer:-

E-recruitment means using internet for the recruitment services.

Three main techniques used in e-recruitment are:

- * - Advertising on job portals
- * - Building a recruitment section on company's website.
- * - Screening the database of candidates on job portals

The advantages of e-recruitment are:

- * - Lower cost of advertising the job openings
- * - Helps in saving time
- * - Large pool of candidates to choose from
- * - Day in - day out access to the database
- * - Screening the database brings in only relevant candidates
- * - Paper less process - more organised

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Question # 52

Please explain me the recruitment process?

Answer:-

The recruitment process tries to get the best manpower for the organization. It can be considered as the first strategic step towards the success of an organization.

The process consists of following major steps:

- * Identifying the vacancy
- * Preparing the job specifications and description of the potential candidate
- * Advertising the requirement
- * Receiving and managing the applications
- * Short listing the candidates
- * Arranging the interviews
- * Conducting the interviews and deciding on the candidate



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Question # 53

Tell me how many and what types of networks are you a part of and why?

Answer:-

Today's business executive needs to be tapped into something greater than just the four-walls of their office. Social connectivity and involvement with community causes is a key indicator of a candidate who is passionate about their role and wants to be a bigger influencer.

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Question # 54

Tell me can you relocate nationwide?

Answer:-

If you can relocate, you will have more opportunities. If not, focus locally. Keep in mind the Recruiter probably has a specific role that he is filling, and if that is not in your city, you will need to relocate. When someone says they need a job in a specific city other than the West Coast, I recommend they find a Recruiter in that city to represent them.

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Question # 55

Tell me what are you learning right now?

Answer:-

Every candidate should have at least one immediate answer to this question. If not, be afraid.

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Question # 56

Do you know what is Recruitment?

Answer:-

- * Recruitment is the process of identifying, screening and hiring the most suitable candidate for a job vacancy.
- * The candidate might be hired internally or from external sources
- * The process must be performed in timely and cost effective manner
- * It can also be termed as a process linking the employers and the employees

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Question # 57

Tell me what is one truth you believe in that most people disagree with you on?

Answer:-

This question helps us learn a lot about the candidate's belief system and whether or not they are willing to challenge the status quo.

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Question # 58

Have you worked for our company in the past?

Answer:-

If candidates have worked for the company in the past, hiring managers will need to check rehire eligibility.

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Question # 59

Tell us what do you want my hiring manager to know about you, specifically?

Answer:-

This question is a variation of "Why should I consider you for this role?" However, it is usually so unexpected that the responses are pretty telling. You quickly see what candidates value in their own experiences and gain a little more insight.

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Question # 60

Tell me some factors that affect the recruitment policy of a company?

Answer:-

Various factors which can affect the recruitment policy of a company are:

- * - Its objectives
- * - Policies of the competitors
- * - Government laws - Social and economic
- * - Political environment
- * - Cost of recruitment
- * - Time available
- * - Preferred recruitment sources

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Question # 61

Tell me what is your current (or most recent) base salary?

Answer:-

The company is going to get this information, period. They can ask your last employer for title, compensation and tenure. The Recruiter needs to ensure you are "in range" for the position. If you are \$100,000 and the job is \$300,000, you are probably not senior enough. If you are \$200,000 and the job pays \$100,000 the Recruiter won't be able to meet your compensation requirements. Do not lie! Give your base salary and total compensation. Do not spin. Do not embellish. I guarantee you this...you will get caught.

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Question # 62

Tell me what do you do when you are not working?

Answer:-

The more senior the position, the more important it is to know about the candidate's qualities that will impact his or her leadership style: is the person well adjusted and happy, or is he or she a company zealot?

Discuss hobbies or pursuits that interest you, such as sports, clubs, cultural activities, and favorite things to read.

Avoid dwelling on any political or religious activities that may create conflict with those of the interviewer.

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Question # 63

Tell me to which companies have you applied to in the last 12 months?

Answer:-

Be honest! If you have applied to the hiring company in the last 12 months, the Recruiter CAN NOT REPRESENT YOU. And don't ask them to "do you a favor" and recommend you. At the end of the day, this is a for-profit business. Another big tip - if you are applying to online job postings, don't contact a Recruiter. We get paid very well to find the best of the best, not executives that spam their resume. If you are applying to a \$50 LinkedIn ad, the hiring company has no reason to pay a Recruiter.

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Question # 64

Explain me what challenges have you faced as a recruiter?

Answer:-

Major challenges a recruiter faces are:

- * - Lack of candidates in some particular domain
- * - Changing trends of the market
- * - Lack of self motivation
- * - Lack of agility in the process
- * - Lack of job prioritization
- * - Lack of proper job analysis

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Question # 65

Tell us what type of projects do you enjoy working on?

Answer:-

This helps gain deeper insight into candidates' motivation for their work.

Their answers can help gauge where their interests may align within the scope of the open position, in terms of the immediate needs of the role, and how their strengths can prove effective over the long term.

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Question # 66

Tell us what are your minimum salary requirements?

Answer:-

Very few applicants indicate their salary requirements on the front end for fear that they'll overprice themselves and be ruled out. But, if possible, I try to at least get them to give me a salary range. This way, if they're way over my budget, I don't waste my time or theirs.

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Question # 67

Tell me do You Consider Yourself To Be A Strategic Thinker?

Answer:-

Many interview questions often focus on key skills for the position on offer, so make sure that you have prepared examples of your ability for all key skills that the job requires. Once you have prepared your examples, practice them aloud to enable yourself to speak confidently during the interview.

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Question # 68

Explain me about a time you broke a rule for an employee?

Answer:-

This question helps us understand the candidate's people orientation. We specifically focus on employee handbook type rules, not safety, risk, or other rules that



should never be broken. If they've never broken a rule for an employee, chances are they don't deal well with ambiguity and look at the world very black & white.

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Question # 69

Do you know how would you maximize your ROI on recruitment?

Answer:-

Recruitment is a time and money consuming activity. In order to maximize the ROI through recruitment activities, a company should keep following things in mind:

- * - Clearly define the achievements you expect from the recruitment process. Establishing the clear goals doesn't leave a place for confusion in the system.
- * - Develop effective ways to measure critical results.
- * - Precise estimation of time and cost of recruitment.
- * - Ensure that the people working in the recruitment process are well trained.
- * - Estimate the tangible and intangible benefits that have come from the recruitment exercise.

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Question # 70

Tell me how long have you been with your current (or former) employer?

Answer:-

This is a hot-button question if your résumé reflects considerable job-hopping. Excellent performers tend to stay in their jobs at least three to five years. They implement course corrections, bring in new resources, and, in general, learn how to survive—that's why they are valued by prospective employers.

If your resume reflects jobs with companies that were acquired, moved, closed, or downsized, it is still viewed as a job-hopper's history. Volunteer and go to events where hiring authorities may be found. Ratchet up your networking to include anything that exposes you to hiring authorities who can get past your tenure issue because now they know you. Your networking efforts have never been so important.

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Question # 71

Tell me what's one assumption people make about you that is dead wrong?

Answer:-

This question helps us understand if the candidate has a high degree of self-awareness. It's a great indicator of emotional intelligence - does the person really know how they affect people around them.

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Question # 72

Tell me do You Understand Our Company Culture?

Answer:-

In today's professional environment, the concept of culture fit is increasingly becoming a top priority in the recruitment process. The more senior the position, the more important it is to find a cultural fit, as these characteristics will affect their leadership style. Prior to the interview, candidates can gain an understanding of the company's culture by reading their website, particularly the "About Us" section. Assess how they have chosen to present themselves to their clients, and even the style of the staff photographs. Companies with relaxed and casual photographs of staff are likely to have relaxed and casual environments. The photographs are also a good indicator of the appropriate dress code for their office too.

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Question # 73

Tell me if you were going to teach a college course, what course would you teach?

Answer:-

This question helps us understand the subjects the interviewee cares most deeply about, and also provides insight into where they feel their strengths lie.

[Read More Answers.](#)

Question # 74

Tell us do you have a non-compete?

Answer:-

If I have one more guy tell me his Brother is an Attorney and his non-compete is not valid...I'm going to cry. There is exactly one thing a Recruiter can get sued for - knowingly placing an executive that is in violation of a non-compete. We don't do it, ever. If your non-compete is geographic (Nevada or Las Vegas for example), you will be relocating if you want to make a career change. If there is any ambiguity, I let the hiring company General Counsel review the verbiage and make the call.

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Question # 75

Tell me what is your leadership philosophy?

Answer:-

This question is intentionally vague. Most leaders will answer this question in a way that demonstrates their core values or the way in which they lead.

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