

# **Staff Development Assistant Interview Questions And Answers Guide.**



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## Staff Development Assistant Job Interview Preparation Guide.

### Question # 1

Why are you interested in working As Staff Development Assistant for [insert company name here]?

#### Answer:-

Bad Answer: They don't have a good reason, or provide a generic answer, "I think it represents a great opportunity."

Good answer: One that shows they've done research on the company, and are truly excited about specific things they can do at the job. This not only shows enthusiasm for the work and basic preparation skills, gives you clues about the cultural fit.

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### Question # 2

What do you expect from this job As Staff Development Assistant?

#### Answer:-

Talk about the potential career development, your career aspirations, your work relationships and the learning you'll receive.

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### Question # 3

What type of people do you not work well with?

#### Answer:-

Be very careful answering this question as most organization employ professionals with an array of personalities and characteristics. You don't want to give the impression that you're going to have problems working with anyone currently employed at the organization. If you through out anything trivial you're going to look like a whiner. Only disloyalty to the organization or lawbreaking should be on your list of personal characteristics of people you can't work with.

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### Question # 4

Tell me about a difficult decision you've made in the last year As Staff Development Assistant?

#### Answer:-

We all have difficult decisions in our lives. Show how you were able to arrive at it and then how you decisively acted.

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### Question # 5

Are you currently looking at other job opportunities?

#### Answer:-

Just answer this question honestly. Sometime an employer wants to know if there are other companies you're considering so that they can determine how serious you are about the industry, they're company and find out if you're in demand. Don't spend a lot of time on this question; just try to stay focused on the job you're interviewing for.

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### Question # 6

Your coworker highlights your mistakes in front of everyone, how do you handle the situation?

#### Answer:-

Admit to the mistake without being emotional, but then discuss how you are being proactive in getting it fixed. Lastly, pull the co-worker aside later on to tell them that you'd appreciate it if they gave you the feedback 1:1 first before throwing you under the bus.

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### Question # 7

What is more important to you money or success?



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### **Answer:-**

First ask yourself that question before the interview - what are your priorities? Are money and success actual one in the same goal for you? If not, what's more important based on how do you define success?

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### **Question # 8**

What's the difference between good and exceptionally great?

### **Answer:-**

Being good is getting the job done as promised As Staff Development Assistant. Being great is delivering the work in an exceptional way that completely exceeds expectations.

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### **Question # 9**

Tell us something about yourself?

### **Answer:-**

Bad Answer: Candidates who ramble on about themselves without regard for information that will actually help the interviewer make a decision, or candidates who actually provide information showing they are unfit for the job.

Good answer: An answer that gives the interviewer a glimpse of the candidate's personality, without veering away from providing information that relates to the job. Answers should be positive, and not generic.

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### **Question # 10**

What is your dream job?

### **Answer:-**

There is almost no good answer to this question, so don't be specific. If you tell the interviewer that the job you're applying for with his/her company is the perfect job you may lose credibility if you don't sound believable (which you probably won't if you're not telling the truth.) If you give the interviewer some other job the interviewer may get concerned that you'll get dissatisfied with the position if you're hired. Again, don't be specific. A good response could be, "A job where my work ethic and abilities are recognized and I can make a meaningful difference to the organization."

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### **Question # 11**

Do you consider yourself successful?

### **Answer:-**

You should always answer yes to this question. Briefly explain why without going on and on. If you communicate that you're more successful than you really are you may come off as arrogant or unrealistic. A good explanation is that you have set professional goals and that you have met some of these goals and are on track to meet more in the near future.

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### **Question # 12**

Can you explain why you changed career paths As Staff Development Assistant?

### **Answer:-**

Don't be thrown off by this question-just take a deep breath and explain to the hiring manager why you've made the career decisions As Staff Development Assistant you have. More importantly, give a few examples of how your past experience is transferable to the new role. This doesn't have to be a direct connection; in fact, it's often more impressive when a candidate can make seemingly irrelevant experience seem very relevant to the role.

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### **Question # 13**

Would you like doing repetitive work?

### **Answer:-**

Why not, I am not only doing a repetitive work but also earning but also getting a good salary by the company As Staff Development Assistant. And second thing is that nothing is interesting in the life till we are not interested.

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### **Question # 14**

What education or training have you had that makes you fit for this profession As Staff Development Assistant?

### **Answer:-**

This would be the first question asked in any interview. Therefore, it is important that you give a proper reply to the question regarding your education. You should have all the documents and certificates pertaining to your education and/or training, although time may not allow the interviewer to review all of them.

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### **Question # 15**

How well do you know our company?

### **Answer:-**

Well, a developed company that is gradually building their reputation in the competitive world.



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### Question # 16

Explain me what do you know about our company?

#### Answer:-

Bad Answer: They don't know much about the company. If a candidate is serious and enthusiastic, they should have done some basic research.

Good answer: An answer that shows they've really done their homework and know what the company does, any important current events that involve the company, and the work culture.

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### Question # 17

Tell me why do you want this job As Staff Development Assistant?

#### Answer:-

Bad Answer: No solid answer, answers that don't align with what the job actually offers, or uninspired answers that show your position is just another of the many jobs they're applying for.

Good answer: The candidate has clear reasons for wanting the job that show enthusiasm for the work and the position, and knowledge about the company and job.

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### Question # 18

Why do you want to work for this company?

#### Answer:-

Again be honest. The interviewer will be able to sense very quickly if you're being disingenuous. Your answer should be based on your personal reasons, career aspirations as well as research you've performed on the company. The most important thing you should do is make sure to relate your answer to your long-term career goals.

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### Question # 19

Name five characteristics that describe you?

#### Answer:-

Here are a few you could choose from:

Hard working, strong willed, persistent, intelligent, adept, amicable, friendly, collaborative, eager, humble.

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### Question # 20

What is your biggest weakness As Staff Development Assistant?

#### Answer:-

No one likes to answer this question because it requires a very delicate balance. You simply can't lie and say you don't have one; you can't trick the interviewer by offering up a personal weakness As Staff Development Assistant that is really a strength ("Sometimes, I work too much and don't maintain a work-life balance."); and you shouldn't be so honest that you throw yourself under the bus ("I'm not a morning person so I'm working on getting to the office on time.")

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### Question # 21

What are your thoughts about working from home?

#### Answer:-

This is a new policy some companies are adopting. If the company you are interviewing for allows for it, then you should be thankful for the flexibility and convenience yet state that working from home is a privilege that you would honor. The key point you want to make is that you would still be able to focus and be just as productive working at home.

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### Question # 22

What specific steps do you utilize in solving workplace problems?

#### Answer:-

Analyze the problem As Staff Development Assistant. Discuss possible remedies and resulting outcomes. Decide on the remedy and track results. Re-visit problem if it's not resolved.

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### Question # 23

How long do you envision yourself staying with this company?

#### Answer:-

Understand that companies invest a lot of money into hiring the right staff. You want to emphasize that you are in it for the long run and you want to develop a career there and that it's not just a "5 month stepping stone" type of a job. You should be thinking how you're going to grow with that company. After all, don't you want to invest your energy and time with a company that is going to continue to be successful and one that will help you grow?

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### Question # 24

Why are you leaving the present company?

#### Answer:-

According to me we can not grow in the field without taking more responsibilities and risks and also we can't enhance our team leading capabilities, managerial skills without expose to wide range of people.

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### Question # 25

How do you define arrogance? Are you arrogant?

#### Answer:-

Arrogance is having an attitude of superiority beyond reason. Confidence is believing in yourself without being cocky. You should not be arrogant.

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### Question # 26

What do you already know about our company?

#### Answer:-

Good reputation of a large home grown company that has various departments and product.

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### Question # 27

What motivates you to succeed?

#### Answer:-

Your interviewer will likely want to know the reasons why you will remain motivated to do your best during your employment with the company As Staff Development Assistant. Perhaps you are interested in being challenged, but you may also have interest in being recognized for your hard work in the form of the number of sales you can attain. A great example answer for this question is "I always do my best in everything, including my job. I take pride in my success, and I also want the company for which I work to be successful. Being affiliated with a company that is known for its excellence is very important to me."

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### Question # 28

Do you work well on a team? How would you define teamwork?

#### Answer:-

I would define team work as getting the job done As Staff Development Assistant whether that means if I have to do more then the guy next to me as long as the work gets finished.

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### Question # 29

What are some of the things that you and your supervisor disagree upon and how do you resolve them? What do you do when you are pressed for a decision?

#### Answer:-

The key is that you openly communicate your thoughts to your supervisor to explain your position and try to come to a mutual decision together. Also be sure to listen to his/her thoughts so that you can potentially compromise. When you're pressed for a decision, make sure you've put thought into the reasons as to how you arrived at it and then decisively make it.

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### Question # 30

What classes did you enjoy most in college and why?

#### Answer:-

Think back to the classes that either resonated with your passion or truly helped you to develop skills that you believe will help you in your career. Talk about those.

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### Question # 31

How do you deal with pressure or stressful situations?

#### Answer:-

Choose an answer that shows that you can meet a stressful situation head-on in a productive, positive manner and let nothing stop you from accomplishing your goals. A great approach is to talk through your go-to stress-reduction tactics (making the world's greatest to-do list, stopping to take 10 deep breaths), and then share an example of a stressful situation you navigated with ease.

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### Question # 32

What qualities do you believe are important to have as a manager?

#### Answer:-

Great managers tend to empower their employees to be successful through strong coaching. They understand how to manage relationships - this is commonly referred to emotional intelligence. They have to be able to handle both client and staff situations that require them to be calm under pressure to clearly think of solutions to complex problems. Most importantly they must be able to articulate the vision to the team and inspire them to work together to collectively achieve that goal



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### Question # 33

Why are you interested in this type of job As Staff Development Assistant?

#### Answer:-

You're looking for someone who enjoys working with the elderly, or a caring, sociable, and nurturing person.

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### Question # 34

Why did you choose your major in college or tech school?

#### Answer:-

People usually choose their major based on their passions or the career path they want to head towards.

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### Question # 35

What do you think of your previous boss?

#### Answer:-

Do not belittle or talk badly of your last boss - it will come off as being petty. Instead, talk about the positive lessons you were able to learn from your last boss.

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### Question # 36

Why should we give you this job As Staff Development Assistant when someone else is equally qualified?

#### Answer:-

Describe how you're unique, but make sure you tie it to the job responsibilities and how you would impact the company. For example, "I believe my unique programming skills and experience in developing over 18 best selling iphone apps will help the company develop high quality applications faster than my competitors"

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### Question # 37

What do you aspire to be?

#### Answer:-

Discuss your aspirations for the near, immediate and long term. You want to show them you are thinking of making an impact now as well as the future.

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### Question # 38

What is your greatest failure As Staff Development Assistant, and what did you learn from it?

#### Answer:-

When I was in college, I took an art class to supplement my curriculum. I didn't take it very seriously, and assumed that, compared to my Engineering classes, it would be a walk in the park. My failing grades at midterm showed me otherwise. I'd even jeopardized my scholarship status. I knew I had to get my act together. I spent the rest of the semester making up for it, ended up getting a decent grade in the class. I learned that no matter what I'm doing, I should strive to do it to the best of my ability. Otherwise, it's not worth doing at all.

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### Question # 39

What types of books or magazines do you typically read?

#### Answer:-

Describe both your personal and professional favorites. If you happen to like professional books / magazines that relate to the industry of the company you're applying for - that's definitely worth highlighting.

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### Question # 40

Do you value recognition or pay more? Why?

#### Answer:-

Either preference is fine, but just remember you have to be able to explain why. If you say recognition, then back that up by describing how achievement really carries weight with you and how you like to feel valued in the work that you do because it validates that you're helping your teammates / customers and so forth. If you choose money, you can also explain that is important to you as validation and you can highlight how money is important to you because of your goals (financial security, providing for your family, and so forth). The key is to be authentic with your answer. However, if you say you value pay more because you're greedy - know that doesn't align usually to most company's values/vision.

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### Question # 41

What makes a product successful?



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### Answer:-

Basing on the monetization, these questions give you the chance to prove your personal try. Do not show extremely your optimism and pursue the unreality. Give your answers the reality.

It is useful to predict a five to ten- year- scenario of expectations in order to gain your targets that you set up and it is the period of time to see how your plans and targets are performed.

Therefore, the quality of the product and marketability of the mentioned industry need to be highlighted. This will help you to achieve the interviewer's attention and insurance to you personality and you can get the honest and long- term goals.

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### Question # 42

What skills do you bring to the table?

### Answer:-

Think of your skill sets with regards to: analytical skills, interpersonal skills, communication skills, computer skills, presentation skills, management skills, sales skills and so forth.

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### Question # 43

What does success mean to you?

### Answer:-

I am punctual, I always have excellent attendance on any job As Staff Development Assistant, I have a keen eye for both large and small details, and I am always finding ways to improve a process and shorten the length of time it takes to complete a project.

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### Question # 44

Why do you want to join our company?

### Answer:-

This is a question that is aimed at finding out whether you know enough about the company and the basic market. The best way to answer this question is to do some research on the company and highlight its positive points.

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### Question # 45

What do you expect to be earning in 5 years As Staff Development Assistant?

### Answer:-

Discuss how you expect yourself to be excellent at your job. Thus, it would be reasonable to expect pay that is based on the merit of your work.

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### Question # 46

How would you motivate your team members to produce the best possible results?

### Answer:-

Trying to create competitive atmosphere, trying to motivate the team as a whole, organizing team building activities, building good relationships amongst people.

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### Question # 47

Do you have any questions for me?

### Answer:-

Good interview questions to ask interviewers at the end of the job interview include questions on the company growth or expansion, questions on personal development and training and questions on company values, staff retention and company achievements.

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### Question # 48

Tell me about the last time you had to work with someone inside or outside of your department to accomplish a goal?

### Answer:-

Show that you were communicative with that person and that you were able to collaborate effectively in sharing ideas and work tasks. They want to see that you can be a team player.

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### Question # 49

What would you like to have accomplished by the end of your career?

### Answer:-

Think of 3 major achievements that you'd like to accomplish in your job when all is said and done - and think BIG. You want to show you expect to be a major contributor at the company. It could be creating a revolutionary new product, it could be implementing a new effective way of marketing, etc.

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### **Question # 50**

What techniques and tools do you use to keep yourself organized As Staff Development Assistant?

#### **Answer:-**

Utilizing a calendar, having a notebook with your "to do" list, focusing on your top 3 priorities each and every day, utilizing a systematic way of storing documents on your computer (like box.net)

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### **Question # 51**

How long will it take for you to make a significant contribution?

#### **Answer:-**

First define significant contribution - once you do that - lay out a timeline plan in which you think you can achieve that.

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### **Question # 52**

Do you have good computer skills?

#### **Answer:-**

It is becoming increasingly important for medical assistants to be knowledgeable about computers. If you are a long-time computer user with experience with different software applications, mention it. It is also a good idea to mention any other computer skills you have, such as a high typing rate, website creation, and more.

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### **Question # 53**

If I talked to your three biggest fans, who would they be and why?

#### **Answer:-**

If you can reference three professionals with executive titles (CXO, VP, Director, Manager), that carries a lot of weight. Make sure you highlight how you've helped them achieve their biggest objectives and how that's made them your fan.

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### **Question # 54**

How would you rate your communication and interpersonal skills for this job As Staff Development Assistant?

#### **Answer:-**

These are important for support workers. But they differ from the communication skills of a CEO or a desktop support technician. Communication must be adapted to the special ways and needs of the clients. Workers must be able to not only understand and help their clients, but must project empathy and be a warm, humane presence in their lives.

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### **Question # 55**

Give an example of a time you successfully worked As Staff Development Assistant on a team?

#### **Answer:-**

On the whole I prefer to stick to doing what I'm told rather than setting myself up to fail by doing things off my own bat. But there was this one time when I suggested to my boss at the pizza parlor that she try offering an 'all you can eat' deal to students to boost trade on Mondays. She thought it was an interesting idea but nothing ever came of it.

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### **Question # 56**

What was the biggest professional risk you have taken and what was the outcome?

#### **Answer:-**

First discuss how you weighed the pros and cons of the risk and the results you'd believe you could achieve. Then discuss the action plan you put into place for it and outline that step by step. Then discuss the outcome and if it wasn't optimal talk about what you would do differently in hindsight.

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### **Question # 57**

What's the least rewarding work you've ever done and why?

#### **Answer:-**

Describe work you've done that you feel doesn't take advantage of your full potential. For example, "I once had to make paper copies for my job and I feel it didn't take full advantage of my skills. However, it did teach me to be humble in my work and to appreciate a good opportunity when it arose to use my skills"

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### **Question # 58**

How do you act when you encounter competition?

#### **Answer:-**

This question is designed to see if you can rise the occasion. You want to discuss how you are the type to battle competition strongly and then you need to cite an example if possible of your past work experience where you were able to do so.





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### Question # 59

What kind of salary do you need As Staff Development Assistant?

#### Answer:-

This is a loaded question and a nasty little game that you will probably lose if you answer first. So, do not answer it. Instead, say something like, that's a tough question. Can you tell me the range for this position? In most cases, the interviewer, taken off guard, will tell you. If not, say that it can depend on the details of the job. Then give a wide range.

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### Question # 60

Are you aggressive?

#### Answer:-

If you are, describe it through a story / experience that you had. If you aren't, then explain why you're not. If the job role asks for you to be aggressive/not aggressive and you're the opposite of it, explain how you would develop that characteristic.

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### Question # 61

Do you think you have enough experience As Staff Development Assistant?

#### Answer:-

If you do not have the experience they need, you need to show the employer that you have the skills, qualities and knowledge that will make you equal to people with experience but not necessary the skills. It is also good to add how quick you can pick up the routine of a new job role.

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### Question # 62

There's no right or wrong answer, but if you could be anywhere in the world right now, where would you be?

#### Answer:-

Just be honest about where you'd like to be - you never know - you may end up bonding with the interviewer with the location. However, you want to stress that you want to work out of the location that you're interviewing for.

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### Question # 63

Why are you leaving your current job?

#### Answer:-

This is a toughie, but one you can be sure you'll be asked. Definitely keep things positive-you have nothing to gain by being negative about your past employers. Instead, frame things in a way that shows that you're eager to take on new opportunities and that the role you're interviewing for is a better fit for you than your current or last position. For example, "I'd really love to be part of product development from beginning to end, and I know I'd have that opportunity here." And if you were let go? Keep it simple: "Unfortunately, I was let go," is a totally OK answer.

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### Question # 64

What was the most important task you ever had?

#### Answer:-

There are two common answers to this question that do little to impress recruiters:

\* 'I got a 2.1'

\* 'I passed my driving test'

No matter how proud you are of these achievements, they don't say anything exciting about you. When you're going for a graduate job, having a degree is hardly going to make you stand out from the crowd and neither is having a driving licence, which is a requirement of many jobs.

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### Question # 65

If you had to choose one, would you consider yourself a big-picture person or a detail-oriented person?

#### Answer:-

Both are important. You need to stress that. However, if you could only choose one, ask yourself As Staff Development Assistant - do you like to be "in the weeds" with your work, or do you want to be the one painting the vision?

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### Question # 66

How would you observe the level of motivation of your subordinates?

#### Answer:-

Choosing the right metrics and comparing productivity of everyone on daily basis is a good answer, doesn't matter in which company you apply for a supervisory role.

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### **Question # 67**

Do you have any question regarding this job As Staff Development Assistant?

### **Answer:-**

Never ask Salary, perks, leave, place of posting, etc. regarded questions. Try to ask more about the company to show how early you can make a contribution to your organization like. "Sir, with your kind permission I would like to know more about induction and developmental programs?" OR Sir, I would like to have my feedback, so that I can analyze and improve my strengths and rectify my shortcomings.

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