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I've mentioned a couple of times about the simple dollars I've done in a lot of job interviews in the past, although the work I usually employ is technical in nature, but the interview question that truly tells (and is truly valuable) is a non-technical question. Excellent interview questions reveal the characteristics of the person you are hiring - honesty, reliability, ability to communicate wisely and quickly, and more. Over time, I've compiled some great questions that I use in almost every interview. Here are twenty-five of the most trusted people, along with a trick or two for each person who shows what makes a good answer. Hopefully, the debate here will provide a profound question for the interviewer, as well as some things for potential candidates to think about. If you can easily answer these questions, you should not worry too much in the interview. In the end, I gave me a checklist of homework, potential interviewers should do it before a big interview. That's not a question to get a truly honest answer, and for the most part it will draw something fake, like I'm a workaholic! The answer is always yes, you're a team player or not, so how long do you plan to work here? The answer is always long-term. What is more important than work or money? Work is always more important. It's easy to identify ridiculous interview questions - is it easy for you to give a general answer and a spat that reveals nothing about you? If so, don't sweat the question and worry about what's really important.1. Tell me a good story. Basically, this serves to keep people comfortable and gives me the opportunity to figure out how they talk. This is a question that every interviewee should be prepared to answer, so you should be able to deliver a solid answer here. There is something clear in mind for this before you go into the door. The best answers highlight your own aspects that make you stand out from Joe Average in a positive fashion. Make a list of four or five of the biggest, then run it a bit thirty seconds.2. Tell me what you know about us. This question seeks to determine whether the person being interviewed does homework. Excellent candidates will be able to send a lot of information about But for the most part, this will get rid of people who don't bother to do minimal checks - this is someone we don't want. In other words, before you go to the interview, know what the organization is.3 What sets you apart from the others? Apply for this job? The answer is often known to interviewees based on a resumé. Most interviewers will always sit down and see if you can sell well. On occasion, surprises may be good here, but this can be tricky - if that's what should have been in your resumé, why isn't it in your resumé? You should know what the cream of the fruit crop of your resume is and just show it off.4. Describe where you applied for me. This is a homework question, too, but it provides some clues about the view that the person brings to the table. The best preparation you can make is to read the job description and repeat it to yourself in your own words so that you can do this smoothly in an interview.5 Why are you interested in this position? This is a scam question, because it's just a way of asking two questions again (what you know about the company) and the fourth (what you know about the position). It's asked because it says that people give flippant answers to questions (things like because I'm a person) or whether they think about things and give them real questions. This is a good question to set the answer in advance - in general, there are only a few things that look interesting to you about. Companies and positions and why they interest you.6 What aspects of this position make you the most uncomfortable? Most people think this is a type of filter, but rarely use it this way. This is an honest question. No one on earth would like every aspect of a potential job - it's not in our place of work hours? Too big company man? Too small a company? Honesty really works here - I want to hear the real reason for the discomfort (especially that comes from the actual observation of the company) rather than the unwell attitude at all. A good way to answer is something like I've never worked in this big company before, or I've heard strange things about corporate culture or the idea of working to get started in the early stages makes me anxious. 7.What is the biggest success you have in your last job? 8. What is the biggest failure she has in your last job? Usually it's good to match these questions, but the key question is the biggest failure. The best candidates are usually the ones to admit that they made a disaster from something (they were quite honest and willing to accept mistakes) and they learned from it an incredibly important trait.9. These two questions are just trying to figure out what kind of management model will work best for this person and how likely that person is to manage people. Let's say I work in an organization with a very loose management structure, which requires a lot. If so, I'd like to hear that the boss Best of all, the best, the worst, the micromanager. On the other hand, if I come from a strict hierarchical organization, I may want to see the opposite - the best boss who gives strong advice and a good relationship, or a boss. Worst of all, that generally leaves candidates blowing the wind. Your best way is to answer this question as honestly as possible. - The interviewer will have a good idea about the corporate culture, and frankly, if you try to slip into a company where you do not match the culture, you will have a very difficult time right and succeed. These questions can be said to be the right management model for you. Another tip: Highlight the advantages of all the bosses you're talking about. Don't turn an interview into someone's bash. Your worst boss should have very small number of bugs, and they should be associated with expectations that differ from you, not bad habits. Bashing someone during an interview reflects you badly, so don't jump for the victim.11 Tell me about the hardest project you've ever faced. Interviewers are less interested in what the exact project is. Most questions are looking to see if you face serious problems and how you overcome it. For most people, this is not the biggest success or the biggest failure, but what they are, the transition from a possible failure to some success.12 What do you see as a major future trend in this area? This works well for some positions - technical positions and leadership - and it should be quite clear from the type of job you are applying for, whether this question may be asked or not. If so, it is easy to prepare - just spend half an hour reading some blogs in the specific area where you subscribe and you will have some food.13 What have you done in the last year to learn financial health/things/improve yourself related to the needs of this job? This is a great question, deer in the headlights, because most people don't have an answer. The best way to handle this question is to spend time working with your skills in a way you can always do. Write open source code, participate in Toastmasters to study. If you try to update yourself every year, you will not only have a strong resume, but this question will not be an issue.14 Tell me about your dream job. Don't talk about this job. The two answers are terrible - the first one sends a flag, a flying warning, and the second says that the person is not interested in being around, but sticking to the characteristics - name the aspect of what will be your dream job. Some people should match what the company has, but actually it's best if they don't match all.15 Have you ever had a serious conflict in employment before? How has it been fixed? Most look for honesty and for realizing that most conflicts have two sides to the story. It also opens the door for people with bad habits to start bashing their previous employers, which is what makes a bad taste in the mouths of most interviewers. The best way to respond often involves telling a story, but the inner show has two sides to that, and you learn from the experience to try to see someone else's perspective.16 What have you learned from your last position? Although it is good to list a technical skill or two here, especially if your job is very technical. But it's important to talk about things that aren't technical. I learned how to work in a team environment after working in a single environment for the most part. There shouldn't be a job you learned, and the interviewer expects you to learn at least a few things in your previous employment that will help in your current job.17 Why are you retiring from your last position? Most of this is looking for character confidence. A strong and concrete answer of any right sort is a good thing here, I want to move on, not a strong answer, downsizing is a good answer, as well as a desire to seek out new challenges (but be specific about the challenges you want to face). Reduce the actual discussion of your previous position here, as you will be close to a big chance of starting to bash your previous position.18 Tell me about the instructions you made in previous tasks, since these answers are often associated with specifics of the previous location, the specifics don't really matter. The most important thing is that you are involved in giving advice and helping it come to an ideal result with some success stories behind it. Doing so shows that you are willing to do the same in this position, which can do nothing but improve the organization. The absence of some kind of answer here is a big negative, but it's not done or die. Have you ever been asked to retire? Obviously it's great if you can answer no, but usually it's not a deal breaker if the answer is yes, in fact the answer, yes, can be positive - it's a great way to show that you've made a mistake and learn valuable lessons from them. To be honest, here, no matter what, don't take the time to bash the people who let you go. Just talk to them with respect, even if you're angry about what's going on.20 Have you ever had to fire anyone? Tell me about the experience. This is a question that most want to see if you have sympathy for others. Take it seriously dead when answering - it shouldn't be an easy choice or an easy experience, but it's something you manage and survive. Don't bash the person you fired - as clinical as possible for 21 reasons. Are you applying for another job? This is honesty. I'm looking for yes, but someone who tries too much to feed me a line of ridiculous answers. No, the best way to answer is to say yes in the same way you're interviewing someone else. We're both trying to find what's best for what we want and what we need. If your answer is not really, then say so - no, I'm happy with my current position, but there are some interesting aspects of this job that make me want to follow it and list those aspects.22 How do you feel this position should be paid? Surprising for many. This person is usually not a salary negotiator. In most cases, the person you interview with can control the final salary, you will get a little. It's often used as a reality check - if you're hiring a janitor and they're expecting \$80K, you're probably going to toss the right resume already there. At the same time, highly skilled programmers who sell themselves at \$30K simply set some warning bells. I'd get an idea of the rate of asking for a position before i go to an interview, and then ask for an additional 30%.23. This is a question of rubbish, but it is useful in some respects, as it is a filter for those who initiate it. Someone who answered something along the lines of me will succeed in this position that I am interviewing! I need answers related to promotion or entry to a certain level. - Strong enterprises thrive on self-initiation. The only problem for potential interviewers is that some companies - often weak ones - don't want to start on their own and are afraid of people who dream of becoming entrepreneurs. Talking about promotion is the safest bet if you're not familiar with the culture. But I love it personally when someone is interviewed talking about being an entrepreneur, which means they are the kind to be serious about success.24 What is your long-term goal - say fifteen years down the road? This is a big question because it tells you whether the person is a long-term thinker. Long-term planners tend to be in good mental state and mature and often wind up as a stronger workforce than people without long-term plans.25 Do you have any questions about this job? Yes, you have a question about this job. No question is a sign that you're not really interested in that position, so your job as an interviewee is to have a few questions in mind when you walk in the door. Most interviewers are willing to answer everything you ask them - just make sure your question is clever. Do your homework! Here's what you should do in advance of any interview that will help you deal with almost all of the above questions. Work on A brief description of yourself that you can bust out in any interview. The big trick is to talk about something unusual or unique for you, but stick to something positive or (worst) neutral - keep the negatives to themselves unless they are tied to a big plus. 30 seconds spieth will do research companies by visiting their websites and finding out what they do. Good things to read include the company's latest annual report and their Wikipedia list (if they are large) or just Googling the name and location of the company (if they are small). If it's a start, just try to absorb as much as you can from any source you can get. But if it's a truly small start, don't sweat if you don't find much information. You may want to refresh yourself about modern things in the area covered by posting tasks by reading up a little if you're not familiar. - Blogs and news sites are a good starting point. You should also get a regular starting salary for this type of job by searching for similar jobs near your position. Know how you match positions by getting a piece of company information that you find and posting jobs and matching them with your skills. Do about a fifth of these, as this would be a silver bullet during an interview. Also, identify at least one of the things that makes you feel uncomfortable about the company and its position, and think about why it makes you uncomfortable. Always work to improve your skills by attending activities that sharpen the key skills you need for your field. Are you in publicity? Join the Toast Masters group Are you an administrative assistant? Do volunteer work for an organization that can use your skills but do things in a different way (like many traders). There are a few questions about where you're in mind when you walk in the door. This makes a huge impression during the interview that you are interested in that position, which is very positive for you. All kinds of questions are good here, but the best questions often mention the corporate culture and technical information of the job. Don't bash your previous work. If there's something about your last job that makes you really irritated, take the time to try and think about the positives about it. Know that when you go in, that your previous work may be discussed at least to a certain degree and be prepared to talk negatively. Look for positive results and can also identify as many causes of clinical exit as possible. To be honest, above all. If you do things in your interview and you slip at all, the interviewer will throw your application in the trash, but try to focus on the positive aspects of what you already have. If you've done it, In the interview, there are some things the organization likes about you. Don't waste time inventing what to say.