

Ask These 9 Followup Questions...

after the “Past Results” question, to find **MOTIVATED SKILLS**

1. What was the **specific accomplishment**? What changed? Metrics?
2. What was **your role**?
3. What were the **specific steps you took** to achieve this accomplishment?
4. What did you **enjoy the most** in the process of undertaking this accomplishment? What did you like least?
5. What do you think you **did best** relative to others who might have had your job?
6. What **led up to it**? Did you think of it, assigned to it, etc.?
7. What **motivated you**, or energized you, about this accomplishment?
8. What was the **environment** like? Timeframe, people, resources, etc.
9. What was the **subject matter**? Analytics, sports marketing, etc.

From HCC's *Hiring for RESULTS!* Webinar and Workshops