

## **Interviewing and Selection Self-Assessment Questions**

1. In interviewing, when should contrary evidence be sought?
  - A. When forming a biased negative opinion of a candidate
  - B. When forming a biased positive opinion of a candidate
  - C. Both A and B
  - D. When asking about behavioral requirements
  
2. Reference checking is more successful when:
  - A. References are obtained in writing
  - B. Recommendations are written rather than via telephone
  - C. References come from personal friends rather than former supervisors
  - D. Waivers or authorizations to release information are utilized
  
3. When resumes for a vacant position are received, they should be screened to eliminate which of the following, INITIALLY?
  - A. Those applicants who don't meet the behavioral requirements
  - B. Those applicants who don't meet the technical requirements
  - C. Those applicants who have resumes that contain red flags
  - D. Those applicants for whom you will need to seek contrary evidence
  
4. At what point in interviewing should you tell the applicant the specifics about the job requirements and duties?
  - A. After you have asked your interview questions, but before you solicit questions the applicant may have
  - B. At the start of an interview as an opening before you start asking your interview questions
  - C. When you contact the applicant to schedule an interview
  - D. When you phone the applicant to inform him/her about the job
  
5. Any interviewing questions the applicant has should be solicited at what point in the interview?
  - A. In the opening of the interview, prior to asking your pre-planned questions
  - B. While asking the pre-planned interview questions
  - C. Before telling the applicant about the job and company
  - D. After telling the applicant about the job and company
  
6. Which of the following is an example of using the SAC technique to ask about "ability to deal diplomatically with patients?"
  - A. How often have you interacted with angry patients? Did anyone witness your interaction? Where did it occur?
  - B. Tell me about a time you have had to interact with an angry patient. What did you do to calm the patient? How did it work out?
  - C. Why do you think patients get angry? How does it make you feel?
  - D. Describe the lessons you have learned from interaction with angry patients.

7. The SAC technique for questioning begins with asking for:
  - A. An explanation for a behavior
  - B. An excuse for a behavior
  - C. An example of a behavior
  
8. Even the best job candidate should not be given a job offer in the first interview.
  - A. True
  - B. False