

## The Art of Interviewing and being Interviewed

### “How do you fit a giraffe in a fridge?”

Your prospective employers are sitting across the table at a job interview. You have prepared for the obvious questions but what about the question you didn't see coming?

Glassdoor, a jobs and career community that launched in the UK in February this year, has published 25 interview questions based on feedback from thousands of UK job candidates.

Scott Dobroski of Glassdoor said: "These interview questions stood out as challenging. The job market continues to be very competitive and employers are trying to identify the best candidates. They are not necessarily looking for a right or wrong answer. They are testing the candidates' critical thinking skills, which means how you think on the spot, how you make decisions in a short amount of time and how you get the data you need to make the best decision possible."

He said a question like one asked at UBS: “How do you fit a giraffe in a fridge?” was a good example. "The answer might not be squeezing it in but asking questions like: how big is the fridge? How big is the giraffe? Can I chop the giraffe up?"

25 questions asked by companies when interviewing candidates

- If you were to win £1m what would you do with the money? PWC, Associate
- What do you think is the most useful function in Excel? FirstGroup, Business Analyst
- What makes you happy about work on a Friday evening? Tesco, International Deployment Manager
- How do you fit a giraffe in a fridge? UBS, Sales Trading
- What is it about this job you would least look forward to? BP, Category Manager
- If you were the Head of Barclays Corporate what would your strategy be with the recent European Crisis? Barclays, Risk
- If your friend was seriously injured and you had to get him to a hospital, would you speed and go through a red light? Barlow Lyde & Gilbert, Trainee Solicitor
- Would you rather fight a horse-sized duck or 100 duck-sized horses? BHP Billiton, Dry Bulk Marketer
- Tell me about a time when you failed at something? Lloyds Banking Group, Analyst
- What are the three words your parents would describe you with? YO! Sushi, Team Member
- What have you done in the past to get out of a tricky situation? Virgin Atlantic Airways, CSA
- Why is 99pc not good enough? Parcelforce Worldwide, Delivery & Collection Manager
- How many ways can you get a needle out of a haystack? Macquarie Bank, Senior Java Developer
- How would you explain Facebook to your Grandma? Huddle, Sales Executive
- If you entered a room full of people with different interests, what would you do? Ernst & Young, Actuarial Analyst
- What do you mean by leadership? Moody's, Marketing Strategist
- By what criteria do you judge your own performance? Gatwick Airport, Project Manager
- Which football team do you support? Sky, Reporting Analyst
- What is the main thing that gets you out of bed each morning? Everything Everywhere, Customer Advisor
- Describe the hardest decision you have faced in the past 12 months? Accenture, Software Developer
- Who is your biggest hero? De La Rue, Procurement
- Give me an example of your extreme levels of tenacity? ALDI, Store Manager
- In a fight between a lion and a tiger, who would win & why? Capco, Associate Consultant
- How would your delegates describe you? Harvey Nichols, Learning & Development Manager

- Do you think the quality of our menswear products are as high as our home department products? Marks & Spencer, Technologist

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### **The Ultimate Interview Question**

However, the best question of all has to be one which a student was asked at an interview at the London School of Economics (LSE).

Half way through answering a question the interviewer took a puff of his pipe, rummaged in a drawer, held up a tennis ball and asked "Is this round?"

Flummoxed, the candidate, assuming that a deep philosophical answer was required said "Yes" and carried on answering the original question.

Years later, the candidate who graduated and became a lecturer at LSE asked his interviewer what answer was he seeking, the reply to which was "None really. It is very tedious listening to so many students talking the same old rubbish, I do it to alleviate the boredom and make the day go quicker"

### **Interview Howlers**

- Candidate answered their mobile phone and asked the interviewer to leave her own office because it was a "private" conversation.
- Candidate told the interviewer he wouldn't be able to stay with the job long because he thought he might get an inheritance if his uncle died – and his uncle "wasn't looking too good."
- Candidate asked the interviewer for a ride home after the interview.
- Candidate smelled his armpits on the way to the interview room.
- Candidate told the interviewer he was fired for beating up his last boss
- Candidate took out a hair brush and brushed her hair mid-interview.
- Candidate talked about promptness as one of her strengths after showing up 10 minutes late.
- Candidate took off his shoes during the interview.
- Candidate asked for a sip of the interviewer's coffee.
- Candidate told the interviewer she wasn't sure if the job offered was worth "starting the car for".
- Candidate said he had had to quit a banking position because he was always tempted to steal.
- Candidate denied that he had a cell phone with him even though it could be heard ringing in his briefcase
- Candidate asked to be paid "under the table."
- Candidate commented that he would do whatever it takes to get the job done, legal or not.
- Candidate called his wife to see what they were having for dinner.
- Candidate called in sick to her current employer during the interview, faking an illness.
- Candidate said he didn't want the job if he had to work a lot.
- Candidate flushed the toilet while talking to interviewer during phone interview.
- Candidate said he didn't like getting up early and didn't like to read.
- Candidate wore a Boy Scout uniform and never told interviewers why.

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