

What questions can we use to probe for the following:

Group A

Real reasons for leaving previous jobs

Team player

Criticisers of past employers

Logical approach to problems and situations

Personality clashes in past jobs

Enthusiasm

Group B

CV's: sections omitted or dates moved

Achievements: what was their involvement

Technical knowledge

Saying what they think you want to hear

Common sense

Awareness of the importance of costs / profit.

Persistence in repetitive or routine job

Group C

Interview experience: are they just good at playing the game?

Manual dexterity

Redundancy: whole company / department, or selective; why?

Assertiveness

Easy to communicate and work with

Self motivation

Performance under pressure