

The Six Best Interview Questions EVERY Hiring Manager Should Ask EVERY Candidate

From my eProduct: [How to Conduct an Interview Pick A Winner Every Time](#)

People with high levels of Personal Accountability will **do a good job even if they are poorly managed, even if they are a poor fit for the job, and even in stressful situations!**

Definition of Personal Accountability

This is when someone is oriented toward owning up to errors and mistakes.
When someone has strong Personal Accountability they spend **no time** defending their actions,
blaming others or trying to cover up problems.
They **spend all of their time** on finding solutions.
If someone is strong here – even in situations where there are obstacles all around them – they pull through.

Core Beliefs of People Who Have High Personal Accountability:**

***Listen for these beliefs when you ask candidates the six best interview questions for Personal Accountability.*

- "Successful people do things that failures don't like to do."
- "Be true to your word and honor your commitments, even when you don't want to."
- "If there's a mistake, I own up quickly so we can find a solution."
- "Overcoming obstacles is just a part of life and I always find a way to overcome them!"

Someone who has a strong sense of Personal Accountability will perform well, even when expectations aren't clear, resources are hard to find, and competition is tough.

They see accomplishment of personal and professional goals as a **fundamental** part of who they are, and they **behave consistently and efficiently** to accomplish these goals, regardless of obstacles.

Now, I am sure you can see why I want you to look for Personal Accountability strength in EVERY new hire, and why I am eager to that you use the six best interview questions, below.

Six Best Interview Questions to Ask: Behavioral Interview Questions for Personal Accountability

1. Tell me about a time when it was necessary to admit to others that you had made a mistake. How did you handle it?
2. Give an example of a situation where others had made an error or mistake and you had to take the blame for their actions. How did you feel about doing that?
3. What is the worst business decision you ever made? What made it the worst? Would knowing what you do now have helped you to avoid making that decision?
4. Give me an example of a lesson you have learned from making a mistake. What did you do differently going forward?
5. Give me an example of someone you know whose personal actions led to disastrous results. How answerable is that person for what happened? What advice would you give to that person?
6. What person from history do you most admire for taking the blame for a failure? What did taking the blame do for that person?

Be sure to refer to this article: [Three Steps to the Best Interview Questions & Predicting the Future](#) to better understand behavioral interviewing, what you need to look for and more...

These interview questions are designed to get the candidate to share **specific examples** of times when they demonstrated this skill. **If they have strong Personal Accountability they will have multiple and detail-rich examples to share.** Be sure to press for **specific examples and to listen aggressively.**

Would you like to eliminate bad hires? Contact me for information about my: **Hiring For Job Fit Assessments.** I can measure a candidate's level of Personal Accountability (and much more!)

Get immediate interview help, with my eProduct:



ONLINE INTERVIEW TRAINING WORKSHOP:

Have you ever hired your dream candidate only to later discover they were...a nightmare?

What hiring manager hasn't been there?

*What if I told you **there's a way to recognize a potentially poor hiring decision before you extend an offer?***

Find out more about this online eProduct/mini-workshop now:

[How to Conduct an Interview](#)

[Pick a Winner Every Time](#)

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