

# INTERVIEW GUIDE

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Applicant Name _____	Date: _____
Interviewer Name _____	
Job Title: _____	

<b><u>BACKGROUND REVIEW QUESTION</u></b>
<b><u>CHOOSE FROM THE LIST, ADD PERTINENT QUESTIONS</u></b>

Tell me about yourself?

Please tell me about your experience?

What experience do you have in (tie it to the job being interviewed for)

Why this position?

Why Agriculture?

**Circle Your Rating Below:**

<b><u>Circle Your Rating Below:</u></b>				
Less than Effective	Effective			Highly Effective
1	2	3	4	5
<ul style="list-style-type: none"> <li>▪ The candidate was not prepared to talk about past experience. Rambled with answers, were not concise and easy to follow . Candidate may have talked too much.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The candidate was prepared to talk about experience. Offered some back</li> <li>▪ Whyground, but did not go into enough detail</li> </ul>	<ul style="list-style-type: none"> <li>▪ The candidate did an outstanding job of talking about past experience and related that experience to why they wanted to apply for this position with this company.</li> </ul>		

**IDENTIFY 4-6 INTERVIEW QUESTIONS TO ASSESS SPECIFIC SKILLS OR EXPERIENCE SOUGHT**

Q1

Q2

Q3

Q4

Q5

Q6

Evaluate each answer based on the rating scale

**Circle Your Rating Below:**

<b>Less than Effective</b>		<b>Effective</b>		<b>Highly Effective</b>	
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	
<ul style="list-style-type: none"> <li>The candidate does not demonstrate the ability to take initiative without prompting or specific guidance from others.</li> </ul>		<ul style="list-style-type: none"> <li>The candidate demonstrates an ability to take the initiative while still seeking some guidance</li> </ul>		<ul style="list-style-type: none"> <li>The candidate demonstrates strong evidence of the ability to initiate action without being told what and how to do something</li> </ul>	