



**How do you know when a candidate is a perfect hire?
What should I look for?**

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The best way to determine whether a candidate is a perfect hire is to ask the right questions. Behavior-based questions that use phrases such as 'Tell me about a time...' and 'Give me an example of...' will require the candidate to explain past performance on certain skills. Qualified candidates will provide stories with the situation, tasks/actions, and results they achieved. Interviewers can explain that they are looking for details about those areas before asking the questions so every candidate knows what content the interviewer is looking for.

These types of questions should include the top skills needed for success in the position. The best candidates will include information about their role and impact in previous experiences. Other factors to consider are the confidence level of the person, the candidate's examples in group and independent work, and their past adaptability and initiative in the workplace.

The other way to evaluate the candidates is in the questions that they ask at the end of the interview. If the questions have some insight based on research they have done about your organization and how the information pertains to the job, those candidates have taken the extra step in preparation. Ultimately, perfect hires will be able to confidently explain how they provided value in various ways to their past work, volunteer, and organization experiences.