

**INSTRUCTION FOR MENTOR****EMPLOYABILITY**

4. Theme Successful job interview  
Exercise “Unusual job interview questions”

**Adapted by:** Volkshochschule Göttingen e.V., Germany

**Based on:** [http://humanresources.about.com/od/interviewing/a/interview\\_odd.htm](http://humanresources.about.com/od/interviewing/a/interview_odd.htm)

**Aim:** Presentation of possible unusual questions that could be asked during a job interview.

**Expected duration:** 60 min (including discussion)

**Description:**

It is very important for the jobseeker to make a good impression during the job interview. For this reason it is recommended to be well prepared and therefore to have a look at and think about possible job interview questions.

There are some standard questions, such as: "what are your strengths and weaknesses" and "what makes you the most qualified candidate for this job." Usually candidate knows that he/she should prepare brief responses in advance to these frequent job interview questions.

But some employers are using unusual questions in their selection process to assess how well the candidate responds to an unexpected question or scenario. Most of these questions do not have right or wrong answers, but they provide the candidate with the opportunity "to demonstrate quick thinking, poise, creativity, and even a sense of humour."

There is mostly no way to prepare for this special kind of questions, so the interviewer is able to observe how the candidate responds and composes his or her thoughts.

In this exercise the mentees will have the opportunity to get familiar with some unusual job interview questions, to think about possible answers and to discuss them with the mentor and/or in the group.

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### Steps for performing the exercise:

1. Mentor introduces the theme and the exercise to the mentees and explains the aim of the exercise.
2. Mentor gives an overview of usual job interview questions and then presents unusual ones.
3. Mentor handles the handouts to mentees.
4. Each mentee gets the list with possible unusual job interview questions.
5. Mentor encourages each mentee to think about their answers to these questions.
6. Individual mentoring: Mentor and Mentee discuss the exercise / questions (see group mentoring)
7. Group mentoring: Mentor organizes a discussion in the group according to the following questions:
  - What do you think about these questions?
  - Are there special answers that should be avoided because they could leave a negative impression? (e.g. Question 9: Pretending I am answering that “I would like to be a mouse”, would then everybody think that I am a shy and anxious person?)
  - Do I have the possibility not to answer a similar question, i.e. to avoid a direct answer?

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**HANDOUTS FOR MENTEES****Task for mentee**

There is the list of unusual job interview questions below. Please, read them and think about your answers to these questions. Afterwards discuss these answers with your mentor and/or in the group.

**Unusual Job Interview Questions**

1. If you could be any character in fiction, who would you be?
2. If Hollywood made a movie about your life, whom would you like to see play the lead role as you?
3. If you could be a super hero, what would you want your superpowers to be?
4. If someone wrote a biography about you, what do you think the title should be?
5. If you had to be shipwrecked on a deserted island, but all your human needs -- such as food and water -- were taken care of, what two items would you want to have with you?
6. If you had six months with no obligations or financial constraints, what would you do with the time?
7. If you had only six months left to live, what would you do with the time?
8. If you could have dinner with anyone from history, who would it be and why?
9. If you could compare yourself with any animal, which would it be and why?
10. If you were a type of food, what type of food would you be?
11. If you won \$20 million in the lottery, what would you do with the money?
12. How do I rate as an interviewer?
13. If you were a car, what type would you be?
14. Who do you admire most and why?
15. In the news story of your life, what would the headline say?