



Powerful Interview Questions for Hiring Educators

Hiring is a critical component of creating successful teams of teachers and leaders. What interview questions are helpful in predicting the future performance of an educator within your organization? How can you tell they will be a good fit for your team? Listen to a conversation between Dr. Aimee Wyatt of the Southern Regional Education Board and Dr. Rachael Milligan of the Ayers Institute at Lipscomb University about powerful interview questions.

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Summary Points

Interview tips

- Don't hire based on gut or first impressions. Ask the right questions. Seek evidence. Have the candidate demonstrate their skills.
- Avoid questions that will give you subjective answers.
- Uncover what their most significant accomplishment has been.
- Uncover the candidate's real strengths by asking follow-up questions about their accomplishments.
- Pay attention to what the candidate views as factors related to their most significant accomplishment.
- Ask questions that help you see not just what they know (philosophy) but also what they do (performance). Look for initiative, self-motivation, work ethic, drive, ambition, commitment, life-long learning.
- Look for educators that have energy (to motivate), edge (to make tough decisions), and the ability to execute.
- Take note of evidence about whether an educator is collaborative, self-aware, student-focused, positive, and enthusiastic.

Continue the Conversation

“To what extent do the interview questions you ask help you know if an educator is the best fit for your team?”



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Interview Questions

Describe your most significant accomplishment.

What were the three to four big challenges you had to overcome?

What were the actual results obtained?

When did this take place and where (what company or school)?

How long did it take to complete the task?

What was the situation you faced when you took on the project, etc.?

Why were you chosen for this role? Did you volunteer? Why?

What was your actual title? Who were the people on the team? What was your supervisor's title?

What technical skills were needed to accomplish the task? What skills were learned?

Describe the planning process, your role in it, and whether the plan was met. Did anything go wrong and how did you overcome that?

What was your actual role in this project?

Give me three examples of where you took the initiative. Why?

What were the biggest changes or improvements?

What was the toughest decision you had to make? How did you make it? Was it the right decision? Would you make it differently if you could?

Describe the environment – the pace, the resources available, the boss, and the level of professionalism.

What was the biggest conflict you faced? Who was it with and how did you resolve it?

Give me some examples of helping or coaching others.

Give me some examples of where you really had to influence or persuade others to change their opinion.

How did you personally grow or change as a result of this effort?

What did you like least or most?

In retrospect, what would you do differently if you could?

What type of recognition did you receive for this project? Was it appropriate in your mind? Why or why not?

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