

STRUCTURAL BUILDING COMPONENTS MAGAZINE (FORMERLY WOODWORDS)

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Letters from Our Readers:



Dear Kirk:

If there is one thing in this world that never changes, it is that everything changes. I was intrigued by the nineteen Great Interview Questions to use during interviewing prospective employees, described in March 1999 *WOODWORDS* Really good questions, some of which I don't know how I would answer, were I to be interviewed.

These questions reminded me of the five things I always looked for in a prospect back in the dark ages when I had a hand in selecting new employees. I wonder how many would still be of value under today's rules:

1. **Honesty.** You cannot have dishonest employees. This means someone who will work and speak honestly. Tell management the truth about internal problems. If the manager knows what truly happened, he/she is able to take corrective measures to prevent reoccurrence.
2. **Dependability.** You can have the most honest person in the world working for you, but if he/she fails to show up for work, or lets outside problems influence work conditions, that person is not right for the job.
3. **Ability to get along with others.** Some people mean well, but simply cannot work with or get along with their fellow employees. These kinds of people turn out to be all-around troublemakers, and you are better off without them.
4. **Ability to learn to do the job you have in mind.** Does the prospect have the right attitude and the ability to grasp the meaning of the job and how to do it? On-the-job training must be accepted willingly and positively.
5. **Education and background.** Save this for last because, if a prospect has the top four qualifications, his/her background and education is simply a good foundation in support of the others.

I always thought these five attributes were essential for a high quality employee. I guess this

would still be acceptable, but I do not necessarily recognize this common sense approach in today's interview questions.

Very truly yours,

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