

Interview Questions you should not ask

Not This....	Instead.....
Do you go to church on Sundays?	What days are you available to work?
Which religious holidays do you observe?	Are you available to work with our required work schedule?
How old are you or what is your birthdate?	Are you over the age of 18?
How long do you plan to work before you retire?	What are your long-term career goals? What would you like to be doing in 2-5 years?
Do you have or plan to have children or are you pregnant?	Are you available to work overtime on occasion? Can you travel? If required to work overtime/travel on short notice, is this a problem for you?
How do you feel about supervising men/women?	Tell me about your previous experience managing diverse teams? Give me an example of a challenging situation you had to deal with when managing a team?
Do you have any disabilities, handicaps, or mental conditions? What is the nature or severity of your disability	Are you able to perform the specific duties of this position? Provide a job description. Focus on essential duties of the job.
Have you had recent or past illnesses/operations?	Are you able to perform the essential functions of the job with or without an reasonable accommodation
How far is your commute?	Are you able to start work at 8am? Can you work late if needed?
Do you have a car?	Your primary work assignment is at blank location but you may be asked to attend meetings, trainings, other business functions at other locations. Would that be a problem?
Have you ever been arrested?	Are you willing to have a criminal and credential background check done as part of the selection process?
Were you honorably discharged from the military?	Tell me how your experience in the military can benefit the company. Did you receive training or job experience in the military that prepared you for this position? If so, please describe?