Board of Governors – Effective Staff Selection

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NEELB
“Can I say This”
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INTERVIEW QUESTIONS

“Can I say this”?

Which of the questions/statements below are, in your opinion, acceptable to ask or make at an interview? If acceptable, say why. If you think that the question/statement just needs to be re-worded, suggest what the new wording might be.

Not all are illegal – some are unwise and/or unprofessional. Consider the effect on the candidate rather than the intention of the interviewer.

1. There is a lot of travel involved in this job, which obviously would be difficult for someone who was married. You don’t have any plans in that direction, have you?
2. What’s that little badge you’re wearing in your lapel?
3. I see you went to my old school
4. I see you live in Rathlin
5. Are you a member of any organization?
6. This environment is a very male one; we just don’t get many applications from women. As a woman, would it bother you working in a predominantly male environment?
7. You do realize that there is a fair amount of unexpected overtime in this job. Could you cope with this?
8. We couldn’t employ anyone disabled in this job – it’s located on the second floor and we don’t have a lift.
9. I see from your application that you play Gaelic Football. How did you get involved in that then?
10. You have the distinction of being our only applicant who has children!
11. Sit down, dear
12. I see that you give Rev Irwin from St Columba’s name as a reference. How is he keeping?
13. I see from your application form that you did some voluntary work for a political party. Which one was that?
14. Asked of a person who trained and taught in England. Do you know the N.I.Curriculum?
15. [Don’t be nervous. Just relax.] This is just as much of an ordeal for us as it is for you.
16. I’m sorry to keep you waiting so long – we’re running a bit behind. We’ll try to get this over as quickly as possible, and let you away.