

What to expect in episode 7:

Part 2

The “Baker’s Dozen”: 13 Questions to Ask Every Candidate

Last week we covered 6 out of the 13 “Baker’s Dozen” questions to ask candidates. To recap:

1. Where are you **today**?
2. What’s **working** in your role today?
3. What’s **not working** in your role and/or company today?
4. Why do you **feel like it’s not working**?
5. What’s **missing**?
6. What do you feel like you **need in your next role**?

And now we’re going to move into the motivations behind the needs.

Part 2 of The “Baker’s Dozen”: 13 Influential Questions to Ask Candidates

We’re ready to polish off this 2-part episode with the reveal of the remaining “Baker’s Dozen” of **questions recruiters absolutely must ask candidates** during the first stages of the recruiting process.

7. What **do you want out of the situation**?
8. Why do you **want that result**?
9. What major **obstacles** are you in your way?
10. What have you done to **overcome** those **obstacles**?
11. What was the **result** of your efforts?
12. What do you think you **should do next**?
13. How can **I help you** get there?

Keep in mind that these questions aren’t necessarily meant to be asked in the same order every time. They simply serve as another resource to help you, help candidates.