**10 Second Interview Questions:**

**1. What do you think your biggest contributions will be in this role?**

Now that they know more about your company they should be able to tell you more about how they expect to contribute.

**2. What do you see yourself accomplishing in your first 30, 60, and 90 days?**

This will help you get a sense of what their goals are from the beginning.

**3. We talked about a salary previously. Does that still work for you?**

Try to touch on salary expectations in each interview. If they are actively interviewing their salary expectations may be changing. You should know if competitors are attracting them with a higher wage.

**4. Are there any questions from the first interview you’d like to answer again?**

Sometimes a great candidate isn’t great at answering questions on the spot. They may have recalled some important details since the last interview that will help you make a better decision.

**5. What are your career goals?**

The answer to this question will help you to get a sense of how the candidate will fit into your company and contribute over the long term.

**6. Do you have any questions about your first interview?**

Give the candidate an opportunity to ask follow up questions based on the first conversation that you had. This could help them to clarify details that they may have not understood.

**7. What would you like to change about this company?**

Asking someone what they would like to change will give you insight into their skills and help you to see ways that they might benefit your business with their creativity.

**8. Can you tell us more about your current job?**

You probably asked the candidate lots of questions about their current job in the first interview, but if you want to know more, this is a chance to dig a little deeper.

**9. What challenges are you lacking in your current role?**

Find out if there are any projects that the candidate would like to be involved. New challenges can be exciting for a motivated individual.

**10. Are you able to multitask at work?**

Most workplaces have several projects on the go at the same time, and priorities can change with deadlines. You should find out if your candidate has the skills to juggle multiple tasks/projects at the same time when necessary.

**Selling the Role in the Second Interview:**

If you think this candidate is a great fit during the second interview, it's time to start selling them on the position.

It's likely you're not the only person they're interviewing with, and if they're a top candidate there's likely to be a bit of a tug-of-war over them in the current competitive hiring market.

**Tips for Getting Top Candidates to Accept Your Offer:**

1. Talk about the team they'll be working with, and why they'll enjoy being part of it.
2. Tell them what makes your location great.
3. Tell them why they'll love your workspace.
4. Find out why they're leaving their current job, and use that to sell your company.
5. If it's an A+ candidate, set up a meeting with the highest ranking member of your organization.