

# One interview question that reveals true character

Every organization has some givers (generous with time, willing to help others) and some takers (the opposite). More givers = a healthier company. In a recent Ted Talk, Wharton professor Adam Grant said one question asked during job interviews can help you identify the real givers: *"Can you give me the names of four people whose careers you have fundamentally improved?"*

Takers will give you the names of four people who have more influence than they do—hot shot names. This is because takers care more about influence than about helping. Givers will list four people below them on the totem pole who they've actually helped lift up.