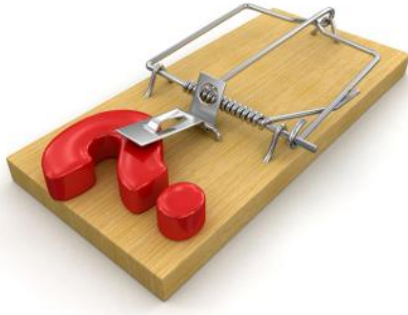


# Celebrity CEOs: What they ask in interviews



Successful business leaders can't waste time when interviewing job candidates. They typically ask a few unique questions that aim to quickly reveal a person's true character and smarts. According to a recent **Business Insider** report, here are the go-to questions of 12 top leaders:

1. **"Tell me something that's true, that almost nobody agrees with you on."** – Peter Thiel, PayPal co-founder. *Reason:* Test originality and courage to speak up.
2. **"If you were able to sit yourself down 10 years ago, what advice would you give your younger self?"** – Drew Houston, founder of Dropbox. *Reason:* Discern if a person is passionate about constantly improving.
3. **"On your very best day at work, what did you do that day?"** – Miranda Kalinowski, Facebook's head of recruiting. *Reason:* See the person's interests and true passion.
4. **"What would someone who doesn't like you say about you?"** – General Stanley McChrystal, former commander of U.S. forces in Afghanistan. *Reason:* Force people to consider their lesser qualities and have courage to discuss them.
5. **"Are you the smartest person you know?"** – Larry Ellison, co-founder of Oracle. *Reason:* He looks for the people who answer "yes." If people suggest another name, he tries to hire that person.
6. **"What's the biggest impact you had at your past organization?"** – Marla Malcolm Beck, founder of beauty retailer Bluemercury. *Reason:* Identify if (and how) people can lead projects.
7. **"What didn't you get a chance to include on your résumé?"** – Richard Branson, founder of Virgin Group. *Reason:* He's not a fan of traditional résumés and wants to go deeper right away.
8. **"What do you want to be when you grow up?"** – Stewart Butterfield, co-founder of Flickr. *Reason:* Good answers focus on how they want to grow and learn. Short answers are bad.
9. **"Can you tell me about four people whose careers you have improved?"** – Jay Parikh, Facebook head of engineering. *Reason:* Employees' priorities should be company, team and self—in that order.
10. **"How would you describe yourself in one word?"** – Dara Richardson-Heron, CEO of the YWCA. *Reason:* See whether people know who they are—and see how they package themselves.
11. **"On a scale of 1 to 10, how weird are you?"** – Tony Hsieh, CEO of Zappos. *Reason:* See if they fit the fun, quirky culture. (The number isn't as important as the way they answer.)

**12. “If we’re sitting here a year from now celebrating your first 12 months in the role, what did we achieve together?”** – Randy Garutti, CEO of Shake Shack. *Reason:* See if candidates understand company strategy.

## **A toolbox of questions**

**200 skills-based interview questions:** [www.theHRSpecialist.com/skills](http://www.theHRSpecialist.com/skills)

**25 illegal questions to avoid:** [www.theHRSpecialist.com/25questions](http://www.theHRSpecialist.com/25questions)

**20 silver-bullet interview questions:** [www.theHRSpecialist.com/silver](http://www.theHRSpecialist.com/silver)