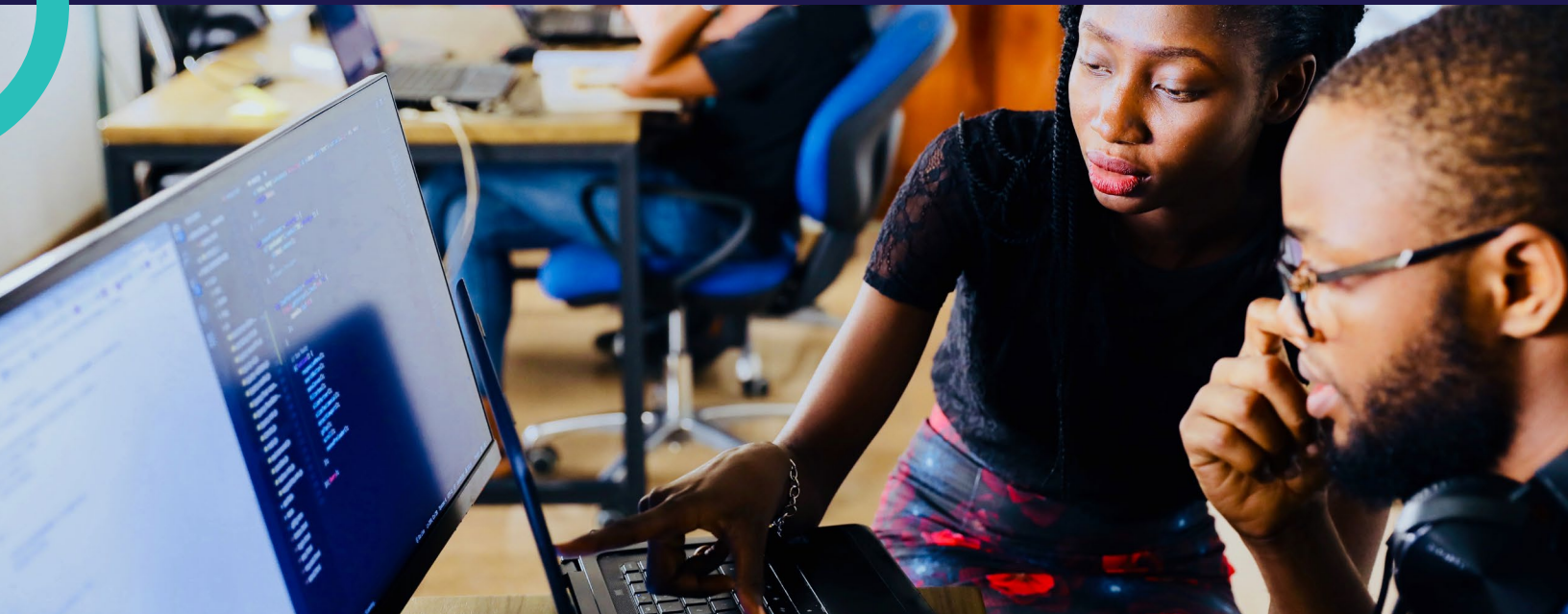# idr

15 Questions That Will Help You Find Your Next IT Hire

Top questions you should ask every candidate interviewing in a technology role

When hiring for any technology role, **you have to know what you're looking for.**

Yes, you want to make sure any candidate you interview has the technical proficiencies needed to perform the roles and responsibilities of the job. But, all of that is covered early on in the vetting process—recruiters pore over resumes, cover letters, have phone calls, surveys, and introductory emails and then utilize tools and techniques to gain insight into each candidate before they come to you.

After you're set-up with candidates, though, then you have to ask questions that show you the candidate is **both fit for the role and a good culture fit.**

Below are 15 questions that will help you narrow down the top candidate for the position and ultimately help you **find your next hire in IT.**

Get to know their skills

1.   What are you doing to keep your skills current?

2.   What products and technology do you use most often?

3.   What are some strengths a good developer, specialist or systems analyst (any IT role) must have to be successful?

4.   How do you think technological advances will help you do your job better?

5.   How would your colleagues describe working with you?

These are some good introductory questions to assess a candidate's skills, how they learn and how they can adapt to a fast-paced and constantly changing environment. It also gives you **a glimpse into how they might work with others** and how the skills they possess mesh with the other members of your team.

How well can they adapt?

6. What are the qualities of a successful team or project leader?

7. How do you handle working on tight deadlines?

8. Are you familiar with our business's core values?

9. Can you describe your working style?

10. Why do you want to work for us?

These are more generalized questions and you can take them and adapt them based on your needs currently. For example, if you're hiring for a leadership role, then you can better assess what's most important to them. If you're hiring for a support role, it helps you **understand what they look for in a leader,** which will help a team lead know how to best work with this new employee.

These questions also give you a chance to test the candidate on what they know about your company, and it allows you to **share what your business holds most valuable.**

How invested is a candidate in this industry?

11. From what you know about us, what technology will help us become top competitors in the industry?

12. What are some trends affecting the IT industry—negative or positive—and where do you see this taking the profession in the next 5-10 years?

13. What do you think is the biggest challenge facing the tech industry today?

14. Tell me about a time you were faced with a challenge and how you overcame it.

15. How did you show your value in your previous role?

OK - we're not pulling any punches! This set of questions helps show a hiring manager how invested a candidate is in the industry. You get the chance to **let them show some personality and passion** for the work they are doing. You can learn if they are in it for the long haul and how plugged in they are to their surroundings. Also, some of these questions might be difficult to answer if they haven't been prepped on them. It lets you **see how well they think on their feet.**

Be confident in who you hire

Hiring in IT can be difficult, but there's no reason it has to be. Having a set of questions you're confident in can help you **make sure you hire the right candidate for the right reasons.**

Vetting candidates for a specific role on the front end helps you see how candidates work best, and this gives you peace of mind and helps **eliminate any stress from the process.**