



# Topgrading Interview Questions

- What is the biggest disappointment from high school?
- Tell me about the most influential experience that shaped your values.
- If you could change one thing about yourself, what would it be?
- How would you break down your skills?
- What were your expectations for the jobs you've held in the past?
- Can you give me an example of when you [did a relevant task or used a skill]?
- What were your goals at your previous jobs and how well did you perform?
- What is the closest project you've worked on that had to do with this position?
- What major challenges did you face at a previous job?
- When was the last time you took a major initiative, and what was the result?
- What were the starting and final levels of compensation at your previous jobs?
- What are your future career goals?



# Topgrading With Questions And Answers

**Renée K. Schulte**



## **Topgrading With Questions And Answers:**

Topgrading, 3rd Edition Bradford D. Smart Ph.D., 2012-08-16 BRAD HELPED US DEVELOP THE TOOLS TO PICK A PLAYER LEADERS AT GE JACK WELCH Great companies large and small rise or fall because of their talent the more high performers on your team the more successful your organization will be Of course that s easier said than done Research shows that only about 25% of all new hires turn out to be high performers But companies that have used Brad Smart s Topgrading system over the past two decades have boosted their hiring success rates dramatically sometimes even to 90% Three huge problems account for the typical poor results in hiring dishonesty via deceptive r sum s incomplete information via shallow interviews and lack of verifiability via biased references Topgrading shows how to solve all three problems Instead of hir ing by your gut reactions to r sum s and interviews you can start using a scientifically honed process that compels candidates to be totally honest Smart one of the world s foremost experts on hiring has personally helped hundreds of compa nies double triple or even quadruple their hiring success rates His clients have ranged from global giants such as General Electric and Honeywell to midsize and small businesses in every field imagin able and to not for profits such as the American Heart Association And hundreds of thousands of readers have applied the lessons and tools of the first two editions of Topgrading The Topgrading system makes hiring easier faster and more successful than any other process And it works at every level from the front lines to senior management For the first time in seven years Smart has fully revised and updated Topgrading with many new tools techniques and case studies This edition now features 40 companies of all sizes across a wide range of industries and home countries It s the most advanced and useful version of Topgrading ever The third edition includes Simplified Topgrading methods for entry level jobs The new Topgrading Snapshot which screens out weak candidates in just 15 seconds The latest version of the acclaimed Topgrading Interview script Case studies from 35 companies not featured in any previous edition Many additional innovations created by Topgraders Topgrading isn t just about hiring and promot ing it s also about developing talent It enables leaders to reward their A Players coach their Bs to become As and weed out the Cs who are beyond improvement Many great leaders know that Topgrading works Find out how it can help your company gain a big competitive advantage *Topgrading for Sales* Bradford D. Smart Ph.D., Greg Alexander, 2008-06-19 A concise extension of the business classic Topgrading targeted to sales managers Brad Smart s Topgrading has sold more than 150 000 copies since 1999 making it the definitive book for executives who want to hire coach and retain top talent Now Smart has teamed up with Greg Alexander who used Topgrading to radically improve his sales force at EMC In Topgrading for Sales they have boiled down the key Topgrading ideas to a pithy 112 pages while focusing on the unique needs of sales managers and sales directors Great sales forces don t just depend on strategies they depend on hiring the best possible reps But surveys show that about half of all hires and promotions put an underqualified person in the wrong job No wonder the average tenure for sales managers is only nineteen months Topgrading for Sales

takes the guesswork out of hiring by teaching readers how to interview systematically for A level talent instead of relying on hunches and prejudices It also shows how to coach B level reps to turn them into A players and how to weed out C players before they do too much damage     **The Management Gurus** Chris Lauer, Soundview Executive Book Summaries

Eds., 2008-07-31 Insightful summaries of fifteen outstanding management books Since 1978 Soundview Executive Book Summaries has offered its subscribers condensed versions of the most relevant and influential business books published each year The company has won acclaim as the definitive selection service for business book readers Following its successful first collection *The Marketing Gurus* Soundview has now compiled *The Management Gurus* which includes summaries of fifteen management classics One of them is a previously unpublished summary Jack Welch and the 4 E s of Leadership Other featured books include *Winning with People* by John Maxwell *Judgment* by Noel Tichy and Warren Bennis *Managing Crises Before They Happen* by Ian I Mitroff These summaries distill thousands of pages about leadership strategy crisis management organizational behavior and more perfect for busy executives and students

**Topgrading (revised PHP edition)** Bradford D. Smart Ph.D., 2005-04-07 Great companies don t just depend on strategies they depend on people The more great people on your team the more successful your organization will be But that s easier said than done Statistically half of all employment decisions result in a mishire The wrong person winds up in the wrong job But companies that have followed Bradford Smart s advice in Topgrading have boosted their successful hiring rate to 90 percent or better giving them an unbeatable competitive advantage Now Smart has fully revised his 1999 management classic to reintroduce the topgrading concept which works for companies large and small in any industry The author spells out his practical approach to finding and managing A level talent as well as coaching B players to turn them into A players He provides intriguing case studies drawn from more than four thousand in depth interviews As Smart writes in his introduction All organizations all businesses live or die mostly on their talent and any manager who fails to topgrade is nuts or a C player Those who way deep down would sooner see an organization die than nudge an incompetent person out of a job should not read this book Topgrading is for A players and all those aspiring to be A players On the web <http://www.topgrading.com>     *Real World*

*Management Strategies That Work* Insight Publishing, 2004     **Monster Careers: Interviewing** Jeffrey Taylor, Douglas Hardy, 2005-08-30 The ultimate guide to acing any interview is presented by the world s leading online career search network

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**Office** ,1956      **Accredited News** ,1943      *Watergate and the Resignation of Richard Nixon* Harry P. Jeffrey,Thomas Maxwell-Long,2004-08-15 Topical essays by political legal history and communications scholars examine the effects of the crisis over time Primary source materials including transcripts from oral interviews Nixon s speeches the infamous Watergate tapes excerpts from congressional hearings the proposed articles of impeachment U S Supreme Court opinions political cartoons and more are put in context with explanatory headnotes The foreword by John W Dean former Nixon White House counsel provides valuable insight into the scandal and its historical implications Jacket      *Graphic Technology* ,1961

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