

Handout 7.5: Interview Question Cards and Feedback Sheet

Unit 7, Lesson 7.5. **Print pages 1 and 2 on card stock and cut: six question cards plus twelve random cards, one set per triad. Print page 3, the feedback sheet, three per student.**

Page 1: The six prepared questions

Every triad gets the same six. Students have seen these before the interview starts, because a student hearing a question for the first time in the chair learns nothing except that this is scary.

Each card is printed with the English question and the Turkish, Portuguese, and Spanish translation under it. ****

Card 1

Tell me about yourself.

- Bana kendinizden bahsedin.
- Fale sobre você.
- Hábleme de usted.

Interviewer note: this is the three-part answer. Do not help. Do not nod extra.

Card 2

Why do you want to work here?

- Burada neden çalışmak istiyorsunuz?
- Por que você quer trabalhar aqui?
- ¿Por qué quiere trabajar aquí?

Card 3

What are you good at?

- Neyi iyi yapıyorsunuz?
- No que você é bom? / No que você é boa?
- ¿En qué es bueno? / ¿En qué es buena?

Interviewer note: if the answer is one word, ask the follow-up on the card: "Where did you learn that?"

Card 4

Tell me about a time when something went wrong and you had to figure it out.

- Bir şeyin ters gittiği ve çözmek zorunda kaldığınız bir zamanı anlatın.
- Fale sobre uma vez em que algo deu errado e você teve que resolver.
- Cuénteme de una vez en que algo salió mal y tuvo que resolverlo.

Interviewer note: this is the STAR story. Listen for the Result.

Card 5

How do you work with people you do not agree with?

- Aynı fikirde olmadığınız insanlarla nasıl çalışırsınız?
- Como você trabalha com pessoas de quem você discorda?
- ¿Cómo trabaja con personas con las que no está de acuerdo?

Card 6

Do you have any questions for me?

- Bana sormak istediğiniz bir şey var mı?
- Você tem alguma pergunta para mim?
- ¿Tiene alguna pregunta para mí?

Interviewer note: "no" is a weak answer and it is a real interview. Wait three full seconds before moving on.

Page 2: The twelve random cards

The interviewer draws one of these last, unseen. Cards 1 to 6 are the concrete ones; use those for grade 6. Cards 7 to 12 are harder.

#	Question
1	What is one thing you would want your boss to know about you on the first day?
2	What would you do if you finished all your work and nobody told you what to do next?
3	How do you handle being told you did something wrong?
4	What is something you learned this year that you did not expect to learn?
5	If I called somebody who knows you and asked what you are like, what would they say?
6	What is one thing you are still not good at?
7	What would you do if you saw somebody at work doing something unsafe?
8	Why should I hire you instead of the person who came in before you?
9	Tell me about a time you had to tell somebody something they did not want to hear.
10	What do you do when you are told to do something and you do not understand why?
11	What is one thing about this job you think you would find hard?
12	Where do you want to be in five years, and what does this job have to do with it?

Page 3: Interview feedback sheet

One sheet per interview you observe. Fill it in while the interview is happening, not after.

Observer's name: _____ Candidate's name: _____

Round: 1 / 2 / 3 Date: _____

The opening and closing (check what actually happened)

- ☐ Stood up or looked up when the interview started
- ☐ Said their own name clearly
- ☐ Shook hands
- ☐ Sat when invited
- ☐ Said thank you at the end

The four traits

Score 1 to 4. **1 = not yet. 2 = starting. 3 = did this. 4 = did this well.** These are the same four traits from Lesson 7.3.

Trait	Score	What I actually saw or heard
Composure (stayed calm enough to think and talk)		
Communication (I understood them; they looked up)		
Problem solving (made a decision and gave a reason)		
Adaptability (handled the random question without restarting)		

The two content items

Item	Yes	Partly	No	Which part was missing?
The three-part answer had who you are, what you are good at, and why you fit				
The STAR				



story had Situation, Task, Action, and Result				
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The two written pieces of feedback

These are the only two things on this sheet that take real thinking. Both of them have to name something you actually saw or heard. “Good job” does not count.

One thing to KEEP:



because I heard or saw _____

One thing to CHANGE:

Next time try _____

Sentence starters in four languages

English	Turkish	Portuguese	Spanish
One thing to keep is , because I heard .	Devam ettirmen gereken bir şey , çünkü duydum.	Uma coisa para manter é , porque eu ouvi .	Algo que debes mantener es , porque escuché .
One thing to change is . Next time try .	Değiştirmen gereken bir şey . Bir dahaki sefere dene.	Uma coisa para mudar é . Na próxima vez tente .	Algo que debes cambiar es . La próxima vez intenta .
Your voice was ____ when ____.	____ olduğunda sesin ____ idi.	Sua voz estava ____ quando ____.	Tu voz estaba ____ cuando ____.
Your STAR story was missing the ____.	STAR hikâyende ____ eksikti.	Na sua história STAR faltou o ____.	A tu historia STAR le faltó el ____.

For the candidate to fill in, at the end of the period

Read the feedback sheet a peer gave you. Then look at your own Lesson 7.3 self-score sheet.

A trait my peer saw that I did not name about myself: _____

One sentence on the difference: _____