

In today's competitive market prospective employers are looking for new ways to screen the best candidates from the rest. So some are asking thought provoking questions that are not necessarily related to what you did at your last job. Don't be surprised if you are asked:

- **"What is the biggest misperception people have about you?"**
Back in the mid-80s, 'What is your biggest weakness?' was everyone's favorite, but so many job seekers have practiced their answers that now they are trying to catch you off guard so they ask this type of a question.
- **"What motivates you at work?" OR "What gets you up in the morning?"**
These are the ultimate of open ended questions. The interviewer is looking for a narrative that will tell him all about you, about what makes you tick. The key here is to not ramble on and on and to keep it job related. Bad answers are "money" or "fear of losing my job."
- **"Tell me about some key experiences of the past that have developed you into who you are today."**
You should be prepared to share a significant happening in your life that gives the interviewer some insight. Try to keep it work related. Perhaps you worked for someone who you really admired (TELL WHY) and you set a personal goal of acquiring some of his/her skills and/or work habits.

The key to interviewing is to be prepared so you don't get flustered. Prepare yourself ahead of time with some answers to open ended questions like these. Practice your answers to these and other potential interview questions by saying them out loud. It may feel a bit silly, but it will feel good to be prepared when and if you encounter them.