Interview Questions Quiz

Please circle OK or NO after each question.

1. In your job you will handle large sums of money. Have you ever been arrested for stealing?  OK    NO

2. There will be a number of weekend conferences you and your manager will need to attend together. Does overnight and weekend travel present a problem for you?  OK    NO

3. This job requires you to move 45-pound boxes from one area to another. Are you able to do that with or without reasonable accommodation?  OK    NO

4. Would your husband be willing to relocate?  OK    NO

5. This job requires fluency in Spanish. Are you fluent?  OK    NO

6. We need a two-year commitment when hiring for this position. Are you planning to take any maternity leave over the next two years?  OK    NO

7. What kind of reasonable accommodation would you need to perform this job function?  OK    NO

8. Are you legally entitled to work in this country?  OK    NO

9. From your resume, I noticed that you are actively involved in your church. Would it be a problem for you to work on Sundays?  OK    NO

10. How many days were you out sick last year?  OK    NO

11. What child care arrangements do you have?  OK    NO

12. Have you ever filed a Worker's Compensation claim?  OK    NO

13. Have you ever filed a discrimination complaint against any of your former employers?  OK    NO

14. You are not right for the job, but would you like to go out with me?  OK    NO

15. What is your credit rating?  OK    NO
1. NO. Employment cannot be denied on the basis of arrests without convictions.

2. OK. Overnight and weekend travel is a specific job requirement.

3. OK. This question states an essential job function and legitimately asks if it can be done with or without reasonable accommodation.

4. NO. Specific inquiries about a spouse are considered unfair employment questions.

5. OK. Being fluent in Spanish is a specific job requirement.

6. NO. All questions related to pregnancy are illegal.

7. NO. Worded this way (as opposed to question 3), the question asks the candidate to admit that he/she has a disability.

8. OK. Asking whether a candidate is legally entitled to work in the U.S. is not only permissible, but legally required.

9. NO. This question indirectly solicits information about a candidate's religious affiliation.

10. NO. This question probes the candidate's health status and is likely to elicit information about a candidate's disability.

11. NO. It is illegal to ask questions about child care arrangements. You just need to know if the applicant can work the hours as indicated in the job posting.

12. NO.

13. NO

14. NO

15. NO. It is never permissible to ask questions about credit rating – may show bias or adverse impact.