

# 9 Perfect Interview Questions for Job Hoppers

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The strategy we're going to use to properly ask the interview questions for the job hoppers is a technique that I came up with called "Established Total Control".

*You can read more about it at [Originleadership.com/established-total-control](http://Originleadership.com/established-total-control)*

"Established Total Control" is a series of questions designed to put you in the driver seat of the interview.

It's not to say that they can't talk, because the opposite is actually true!

You will talk 10% to their 90%! But the series of these 9 questions for job hoppers is designed to make sure that they don't take you on a ride and lead you all over the place.

YOU are in control and you will establish it clearly.

What you may notice is that the questions aren't all that different or probing, but rather the order that you ask them in is the importance!

Let's get into it!

## **Question 1.** *Where are you working now?*

This sets the stage that you are going to ask questions about their employers, and puts you in control for the next question.

As they answer, take mental note of anything that needs a follow up question, and anything that is interesting.

Also be on the lookout for them to start bashing their employer. It may not happen this early, but it's likely coming!

## **Question 2.** *How long have you worked there?*

Obviously, this answer will be pretty revealing if they are in fact a job hopper.

If they haven't been at their current job long, then you ask follow up questions as to why they're looking for another job so soon (the employer bashing chances greatly increase here).

If they are talking poorly about the employer and they haven't been there long, chances are getting better that they are a job hopper!

## **Question 3.** *Where did you work before that?*

Once you have talked a little bit about where they are now, and how long they have been there, you're going to keep digging going further and further back in time.

There's a chance that they're going to get uneasy at this point! Stay calm, be yourself, and just keep asking follow up questions!

**Question 4.** *And what were the dates that you said you worked here? And what are the dates that you started your current job again?*

OK, here is where the Established Total Control technique really comes into play.

Clearly, you just talked about their past 2 jobs, but then you go back in and ask for the dates of employment again.

This communicates that you are not going to just breeze over these jobs, and that you want details in your answers.

It also puts you in FULL control!

Pay close attention to see if anything the dates change!

What we're doing here is looking for a pattern. Short time of employment and very likely large gaps between jobs!

**Question 5.** *Ok, I see, and what was the reason you left your previous job?*

You ask this question really quick after they tell you the dates of their last 2 jobs.

You want to be sure they have no time to make any stories up.

If they're a job hopper, you'll start to really get them on their heels here as they start to sweat, adjust in their chair, touch their face, etc.

You're looking for more patterns! They may start to blame management, or the most likely answer is that the jobs didn't match what the employer described in the interview.

Be thoughtful, and ask any follow up questions where you need clarity...

Then we just keep going!

**Question 6.** *Ok and where were you before Job B?*

Now we go even further back in time. We've talked about where they work now, we talked about where they worked before that (job B) and now we're going 3 jobs into the past.

They may try to get the interview back under their control by being extremely passionate about this job.

Don't take it for face value, but also don't completely write it off.

Save your follow up questions at this point and go straight to question 7.

### **Question 7. *How long were you there?***

More searching for patterns. If they job hop, then they weren't there long!

Again save your follow up questions...

### **Question 8. *What was the reason you left?***

No surprise with this question.

By this time, if they are a job hopper, they're getting very uneasy. They will sense that you see what is going on, and you will be FULLY in control at this point.

Objective 1 accomplished, you have Established Total Control of the interview!

And now we go in for the killshot!

### **Question 9. *It looks like you have moved jobs quite often...any reason that would be?***

Call a spade a spade, but then let them explain!

There is always the off-chance that they moved often for one reason or another.

Or, like a college student that can't decide what their major is going to be, they can see themselves as successful in one field and then they change their mind.

In the past, I have hired people that were job hoppers, and had them become extremely productive and loyal employees!

The fact of all interviews is this:

The goal is NOT to get a "good" interview.  
To goal is to get an ACCURATE interview.

When you know what you have, you can make an informed decision.

If the applicant appears to be a job hopper, but is a great fit for the position, by unearthing the fact that they change jobs a lot, you can then address it simply...

Just tell them you're concerned that they change jobs a lot and you are looking for a long term employee to invest in.

The realness of that statement will set you up for a more honest conversation. If they open up, and you two can talk, then good! If they keep feeding you stories and excuses, you know what you need to do...move on to the next candidate!