

TABLE 13.6 | Five Ways To Ask Questions That Set Up Any Candidate for Success

Question-Asking Style	Advantage	Disadvantage
1. Open-ended questions	Designed to explore options or design possibilities. Good at the beginning of discussion process. In passive languages, easy to frame questions.	Time consuming; not designed to give specific information so getting to concrete answers can be a lengthy process.
2. Closed-ended questions	Narrows responses; gets very concrete.	Not designed to let you see the creativity or ability to suggest options that may be a strength in a candidate's thinking.
3. Speculative questions	Designed to encourage vision and reflect on possibilities that don't exist or may seem unlikely; can really showcase creative thinkers.	Some groups, particularly the Japanese, find this style unfathomable—it's not in their thinking style to deal with questions of this nature.
4. "Tell me..."	Because these two words are a question disguised as a statement, it feels less intrusive. It will open people up who may not like to be questioned.	If people are not concise, they can ramble and go off on a tangent.
5. "Describe..."	Like "Tell me . . .," this also solicits information without seeming intrusive. It will create more openness and less defensiveness.	This also can be time-consuming if people ramble or go off on a tangent.