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“Tell me about a new work-related skill you have picked up in the last year. What made you decide to learn about it? How did it enhance your performance?”

I ask this question and the follow-ups because I believe the most important quality we can look for in someone is a growth mindset. When I talk about a growth mindset, I mean a genuine desire and a proven track record of being curious about learning and improving oneself. Too often, hiring managers and HR professionals focus on finding candidates who have done the same type of work before. While this helps fill the current need, it can lead to solving old problems rather than preparing for the future.

By hiring individuals who love to learn, are innately curious, and can adapt quickly, we can effectively future-proof the organization. People with a growth mindset often become early adapters or fast followers, which can drive efficiency and productivity across the board. A less formal question I like to ask is, “What are you currently reading?” I am not looking for a specific genre or type of book; I want to know if they enjoy consuming knowledge. This is another way to identify someone with a growth mindset.



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“What are three things that would cause you to stay at our organization, and the one thing that would cause you to leave?”

This interview question provides valuable insights into a candidate's motivations, values, and long-term alignment with the organization. It takes the focus off just the job itself and gives you a bird's eye view to what drives the candidate and keeps them engaged. By asking what would make them stay, you learn what aspects of a company are most important to the candidate. You also get insight into whether a candidate's priorities align with your organization's. The “one thing that would cause you to leave” part helps uncover deal-breakers for the candidate. This insight allows you to assess whether there are any structural or cultural elements of the organization that might conflict with the candidate's needs or expectations. This question fosters a more candid and conversational interview. It signals that the organization values transparency and wants to create an environment where employees feel heard. By asking this question, interviewers can evaluate whether the candidate is likely to thrive and stay long-term while also proactively addressing potential mismatches before hiring.