

Legal and Illegal (or Inappropriate) Interview Questions ANSWERS

**Answer Y (yes) if the question is a legal interviewing question and
N (no) if it is not legal or if it is inappropriate.**

1. **Y N** How many words can you type?
2. **Y N** I see you have moved a lot. Is your family in the military?
3. **Y N** Tell me how you became aware of this position.
4. **Y N** Do you have a lot of stress in your personal life?
5. **Y N** What is your native language?
6. **Y N** Can you perform the essential functions of this job?
7. **Y N** How did you learn to read, write, or speak in a foreign language?
8. **Y N** What is your birth date?
9. **Y N** This job will require you to handle confidential issues. Is there any reason why you wouldn't be able to perform this essential duty?
10. **Y N** This job requires 70 percent overnight travel. Would this be a problem for you?
11. **Y N** Do you have any disabilities?
12. **Y N** To help our department get to know each other after work, we play in a city baseball league. By the way, do you play baseball?
13. **Y N** Would you be available to work evening hours and weekends?
14. **Y N** I notice you are wearing a brace. Is that permanent?
15. **Y N** Have you ever been fired?
16. **Y N** Do you plan to start a family soon?
17. **Y N** Hanson. Is that a Norwegian name?
18. **Y N** Have you ever been convicted?
19. **Y N** Maybe we went to the same high school. What year did you graduate?
20. **Y N** Are you married?

Score of correct answers:

19-20 Excellent!

15-18 Good

< 15 You have opportunities to learn!