

## 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!