

Creative Thinking Questions

Creative thinking questions test a candidate's ability to develop innovative solutions for your business problems.

- What's the best book you've read in the last year? Please take a minute and describe what you liked about it.
- What was the most creative thing you did in your last job?
- What is your interpretation of success?
- Describe an ideal work environment or the perfect job.
- In what ways do you express your personality in the workplace?

Few of these questions have a right or wrong answer. Instead, they are intended to probe the candidate's intellect and suitability for the position.

You should consider the position, your company's culture and your organizational structure when evaluating a candidate's answers. The applicant's reasoning and thought processes are often more important than the answer itself.

The questions in this section are not applicable to every situation. Select those that make sense for the specific position.