

HIRING FOR OUR “WHY”

Below are interview questions to ask to best identify good candidates when hiring for our WHY. Below each question are things to look for both good and bad in an applicants answer.

1. HOW DID YOU HEAR ABOUT CLUB 24?
Good Answer: I'm a Member/ employee referral / have been doing research on your company.
Bad Answer: I saw you were hiring on Indeed/ I need a job
2. WHAT DO YOU KNOW ABOUT CLUB 24?
Good Answer: Know about our why/ researched us/ speaks with knowledge about our clubs.
Bad Answer: Its a gym/ nothing really
3. WHY WOULD YOU LIKE TO WORK FOR CLUB 24?
Good answer: helping people to be their best/ i love the fitness lifestyle
Bad Answer: I need a job
4. WHAT IS THE LAST BOOK YOU READ?
 - A. WHAT DID YOU LIKE ABOUT IT?
Good Answer: Anything that is relevant to personal growth or podcast
Bad Answer: I haven't read a book/ i don't have time to read
5. TELL ME ABOUT YOURSELF?
Good Answer: Something that implies that they want to get better in some aspect
Bad Answer: It's about them: take instead of give
6. WHAT OTHER JOBS HAVE YOU HAD? WHY DID YOU LEAVE YOUR LAST JOB?
Good Answer: looking for something that appeals to their interests like fitness
Bad Answer: I didn't like cleaning/ problems with managers or schedules/ pointing fingers
7. WHAT'S YOUR PLAN FOR THE NEXT YEAR?
Good Answer: Personal Growth, advancement
Bad Answer: No plan, I'm planning to go somewhere after 3 months
8. WHY SHOULD I HIRE YOU?
Good Answer: selling themselves and relating to our why
Bad Answer: i need a job or I am going to be a good employee
9. STRESSFUL SITUATION IN YOUR PAST JOB AND HOW DID YOU HANDLE IT?
Good Answer: Listened and diffuse situation
Bad Answer: I got the manager, didn't want to deal with it

