



Performance Appraisal Interview Guide

Human Resources Department
2010

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**Deborah B. Proctor,Alexandra Patricia
Adams**



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questions like If you were a fruit what fruit would you be and how these questions are designed to assess a candidate's problem solving skills creativity and cultural fit The book delves into the psychology behind these oddities offering job seekers and hiring managers insight into modern hiring practices This career guide provides actionable advice on interpreting abstract questions and structuring thoughtful responses under pressure It highlights how the rise of odd interview questions reflects a shift towards evaluating soft skills and adaptability The book begins with the history of interview techniques then analyzes real world examples and effective candidate responses and concludes with a framework for employers to ethically implement odd questions

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