

We're hearing more and more encouraging employment news in recent weeks... Economists surveyed by Bloomberg News predicted "the economy will expand faster than previously forecast in the second half of this year and in 2010". Stephen Stanley, Chief Economist at RBS Securities Inc. said "we are on the cusp of stabilization". Monday, July 13, the Des Moines Register ran an article which said "Construction on two Iowa Army National Guard facilities and an Iowa Air National Guard Building could create 1,000 jobs". All good stuff!

When hiring activity increases we're often asked for interviewing tips, specifically, which interview questions to ask. We suggest starting with a thorough position description and set of performance expectations then developing questions that will uncover preferred traits, abilities and experience. There are hundreds and hundreds of options for interview questions and one of my favorites is;

**"What is the single most significant accomplishment in your career?"**

This question can apply to almost any role... Try asking this in your next interview. There is no "right or wrong" answer but the reply will provide valuable insight into how your candidate views his/her career. Ideally, you will get a timely response that is well thought out with depth and real results. Anything less provides you an excellent opportunity for more follow up like "How would you describe a successful career?" or "How has your prior work experience prepared you for this role?" Try it out...likely you'll see the best people are successful in their endeavors...and most organizations' success is based on their people.