

7 INTERVIEW QUESTIONS YOU MUST ASK REMOTE CANDIDATES



Finding and Working With Freelance Talent

Once you've reviewed proposals, portfolios where appropriate, and have done some background research on previous project feedback, the interview can be the single most important stage when vetting a freelancer.

The following 7 interview questions can help you separate the great from the good and ultimately select the best freelancer for your project. Broken down into two sections, we recommend you familiarize yourself with the themes included in these sections and personalize the questions to your specific needs. And remember, always conduct your interview via video conference (Skype and Google Hangouts are our favorites)!

Previous Experience:

1. **What projects have you worked on that are similar to my project? Pick one that sticks out in your mind and describe the outcome.**

Focus on: Does the freelancer have previous experience that they will be able to leverage for your project?

2. **Tell me about a challenging project and how you resolved the issues.**

Focus on: Does the freelancer take a proactive approach to solving problems?

3. **In your opinion, what are the three core skills needed for this project? Then ask: of the 3, which are you strongest in and which are you weakest in?**

Focus on: Will their abilities fit with the needs of this project? Are there any red flags related to the work? (E.g. poor communicator or struggles to meet deadlines.)

Project Logistics:

4. **Given your understanding of the project, what problems or contingencies do you anticipate may arise when working on this project?**

Focus on: Does the freelancer understand the needs and parameters of the project deliverables?

5. **If a question or problem arises while working on this project, how would you approach it?**

Focus on: Will the freelancer require a lot of your time for clarification during the project? Are they self-sufficient?



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6. Have you missed deadlines in the past? Why?

Focus on: Does the freelancer meet deadlines? When a deadline is missed, do they take responsibility and work to submit the deliverables as quickly as possible or do they pass blame onto others?

7. What additional questions do you have after looking at the project description?

Focus on: Does the freelancer understand the scope of your project?