

FREE RESOURCE GUIDE

A Careers People Growth Leadership Framework Collection

7 Signs of a Successful Interview

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INTRODUCTION

Nothing is more gut-wrenching than hiring someone you're excited about—only to realize it doesn't work out. To save you from that frustration, here are the 7 signs Christian Saab looks for in every interview.

If your candidate meets at least 6 out of 7, **chances are you've got the right person.**

1. CLEAR PICTURE OF SUCCESS

What it means:

The candidate describes what great looks like in their role — they speak in success stories, not job duties.

Ask this in the interview:

“If we hired you, what would your first 90 days look like?

What would you aim to achieve and how would you measure success?”

 *Look for:*

- Clarity and confidence
- Specific outcomes and measurable goals
- Future-focused thinking

2. OUTCOMES OVER ACTIVITIES

What it means:

They speak in results, not just responsibilities.

Ask this in the interview:

“Can you share 2–3 examples of when your work directly led to measurable results?”

 *Look for:*

- Use of metrics or data
- The STAR method (Situation, Task, Action, Result)
- Ownership of impact, not just participation

3. SYSTEMS THINKING

What it means:

They don't just jump to solve problems—they think in systems.

How to test:

Give them a messy scenario.

- ✓ Watch for whether they:
 - Ask clarifying questions
 - Seek data before acting
 - Identify inputs, outputs, and risks

RED FLAG: THEY RUSH TO “FIX” WITHOUT ASKING QUESTIONS.

4. COACHABILITY IN REAL TIME

What it means:

They can absorb feedback, set ego aside, and adjust quickly.

How to test:

Run a quick live exercise or give direct feedback.

- ✓ Look for:
 - Acknowledgment and reflection (“I hadn’t thought of it that way...”)
 - Openness to correction
 - Calm and curious demeanor

5. OWNERSHIP & BIAS TO ACTION

What it means:

They don't wait to be told — they solve problems on their own.

Ask this in the interview:

“Tell me about a time you solved a problem outside your job description.”

- ✓ Look for:
 - Initiative and follow-through
 - Closing communication loops
 - Post-interview follow-up (thank-you note, updated materials, etc.)



6. VALUES ALIGNMENT

What it means:

They're a culture add, not just a culture fit.

✅ *Look for:*

- Shared values and energy
- Natural conversation flow
- Genuine connection ("you lose track of time talking to them")

💡 **TIP: CULTURE FIT ISN'T ABOUT SIMILARITY, IT'S ABOUT SHARED STANDARDS.**

7. STRONG BACK CHANNEL & REPUTATION

What it means:

They leave every workplace with bridges intact.

Ask this in the interview:

"Would your last manager rehire you?"

✅ *Look for:*

- Confidence in past relationships
- Willingness to share references
- No hesitation or defensiveness

★ BONUS: THE GUT CHECK

*"The best way to hire isn't always
with this 🖐️ (your head),
it's often with this ❤️ (your gut)."*

If your gut says they'll thrive with your team—listen to it.
Your instinct is the product of experience.

CAREERS PEOPLE GROWTH, INC.

BUILDING BUSINESSES WITH THE RIGHT PEOPLE.

