



FREE RESOURCE GUIDE

A Careers People Growth Leadership Framework Collection

CPG Resource Guide

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.

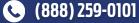
Ask this in the interview:

"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 f (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.

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BUILDING BUSINESSES WITH THE RIGHT PEOPLE.





