



7 SIGNS OF A SUCCESSFUL INTERVIEW

By Christian Saab, President of Careers People Growth Inc.

INTRODUCTION

Hiring can be one of the most exciting — and risky — parts of building your business. To save you from the frustration of a wrong hire, here are 7 signs Christian Saab looks for in every interview.

👉 If a candidate checks 6 out of 7, you're likely hiring the right person.

1. CLEAR PICTURE OF SUCCESS

They describe what great looks like — not just what they'll do.

Ask: "If we hired you, what would your first 90 days look like?"

Look for: clarity, confidence, measurable goals, and forward thinking.

2. OUTCOMES OVER ACTIVITIES

They talk in results, not responsibilities.

Ask: "Share 2–3 examples where your work led to measurable results."

Look for: metrics, ownership, and impact (not just participation).

3. SYSTEMS THINKING

They think before acting — seeing the bigger picture.

How to test: Give a messy scenario.

Look for: thoughtful questions, data-seeking, identifying risks before fixing.

▶ **Red flag:** they rush to solve without understanding.

4. COACHABILITY IN REAL TIME

They take feedback well and adjust quickly.

How to test: Give direct feedback mid-interview.

Look for: openness, calm curiosity, reflection instead of defense.

5. OWNERSHIP & BIAS TO ACTION

They act without waiting to be told.

Ask: "Tell me about a time you solved a problem outside your role."

Look for: initiative, follow-through, and post-interview follow-up.

6. VALUES ALIGNMENT

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

Look for: shared standards, natural connection, and aligned energy.

💡 Culture fit isn't about similarity — it's about shared values.

7. STRONG REPUTATION & BACK CHANNEL

They leave bridges intact.

Ask: "Would your last manager rehire you?"

Look for: confidence, openness to references, and steady reputation.

CONCLUSION

Hiring isn't about checking boxes, it's about spotting potential and alignment. When you find someone who thinks clearly, takes ownership, and shares your values, you're not just hiring an employee, you're building your business with the right person.

Build your business with the right people—partner with CPG today.

