

Overqualified Job Interview Questions And Answers



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Overqualified Interview Questions And Answers Guide.

Question - 1:

How to offer a commitment?

Ans:

It can cost a company thousands of dollars to replace each employee within its ranks. And with employee turnover at an all-time high, companies are looking to hang on to the employees that they do have. During the job interview, seal the deal by offering a commitment of at least two years. By doing so, you're automatically showing that you are a dedicated, loyal and dependable worker-qualities that any potential boss will appreciate.

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Question - 2:

How to focus on the positive if you are Overqualified?

Ans:

Sure, you bring a wealth of knowledge and workplace skills to the table, but there are probably certain aspects to the job that you would have to learn, too. Stress to the hiring manager how you're eager to discover all the exciting new responsibilities that the job has to offer. You can also point out how you're eager to work for that specific company and interested in finding out more about its company culture and philosophies.

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Question - 3:

How to be honest if you are Overqualified?

Ans:

If you realized that you were overqualified for the position, chances are that the hiring manager did, too-ten minutes ago. So bring the topic up for discussion. This shows that you're aware of the issue and also allows you both the opportunity to address it.

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Question - 4:

What would you tell an employer in five years about why you took this job?

Ans:

This is a tough interview question, because you've got to portray yourself as ambitious and yet realistic about your prospects. Work to persuade the interviewer that you've got a talent for making the most of any professional opportunity, and that you're confident that after five years you will have notched substantial achievements with the company.

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Question - 5:

What future do you see for yourself with our company?

Ans:

When you talk about the future, keep talking about yourself and your prospective employer as business partners. Emphasize that you are excited about the company and see good opportunities that can keep you there for a long time. The trick here is convince the interviewer that you're looking for steady advancement in the long run, not a rapid series of promotions.

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Question - 6:

Tell me why should I believe that you're going to stay with our company?

Ans:

Interviewers are likely to challenge you on your contention that you'll stick with the company even if you're "underemployed" for an extended time. The trick, again, is to demonstrate you have a professional work history of sticking with it. If your resume is tenured rather than choppy, point this out to the interviewer, says. Point out how long you were at your last job, and say that what matters to you is fitting in.

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**Question - 7:**

Aren't you going to get bored or frustrated? IF I'm concerned with this organization's ability to keep you here?

Ans:

Interviewers next concern about overqualified candidates is that they'll leave for greener pastures at the economy's first uptick. "The hiring manager has to recognize that if the hire is overqualified, He will continue to look, says. Counter this fear by offering examples of how you found opportunities for professional growth in previous positions you held for considerable periods.

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Question - 8:

I want you to know you can't expect a promotion anytime soon. Is that OK with you? Why is it OK?

Ans:

Clearly you don't want to say, It's OK. I'm happy to languish in a job that rarely challenges me, for however long." Better to say: "I'm excited to learn as much as possible about your organization while I do my job every day. I'm confident that after the economy turns around, your company will offer further opportunities for me.

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Question - 9:

Tell me what will motivate you in a job that won't make use of many of your qualifications?

Ans:

The first thing an HR or hiring manager has to worry about is that the open position won't stimulate you enough to keep you motivated. Since you can't successfully argue that the job requirements will offer a healthy stretch of your capabilities, try a different approach.

"You can never be overqualified in your enthusiasm, your thirst for learning and desire to mentor," says Lafair. "You're selling you, not your skills."

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Question - 10:

If HR say you are overqualified for this position then how you reply?

Ans:

The Things Known by us May Not be Known by others, and Known by Others may not be Known by us. And So Sir, According to me None are over Qualified for any kind of Position, Instead they can Learn Much More Things and makes them to move forward.

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Question - 11:

Explain why I should hire you while you are over-qualified for this post?

Ans:

I realize that my last position was a management role - and I certainly found that experience invaluable. However, I have concluded that what I really want to do is work directly with clients, finding solutions to their needs and subsequently delivering and implementing those solutions. I don't see this as taking a step down the ladder; it's purely a question of my seeking out a role to which I am best suited, which I will enjoy and to which I will consequently be able to give my all. I believe my previous management experience will undoubtedly be very useful in terms of my being better able to understand the bigger picture. However, I am definitely happier and more productive in a customer-facing role.

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Question - 12:

How you answers if interviewer said you're overqualified for this job?

Ans:

If you are overqualified for the position then you're going to need to address the issue. There are a number of reasons why you would be considering a job for which you are theoretically overqualified - not least a challenging economic climate with high unemployment and a scarcity of jobs. Regardless of what your actual reasons are, you need to deliver a very convincing explanation to the interviewer if your application is to survive this question.

Naturally, if you don't feel you're overqualified then do query this with the interviewer. If they can tell you why they think you're overqualified then it will help you to counter their objections. But perhaps you have simply misunderstood what the role entails and this vacancy isn't appropriate for you?

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Question - 13:

What is the meaning behind the question if interviewer asked you're overqualified for this job?

Ans:

In asking this question, the interviewer has most likely already concluded that you are, technically, overqualified for the job. By asking this question, they're giving you a chance to comment on the matter - to explain to them why it is that you want this job when it is seemingly 'beneath' you.

Being overqualified for a position is a significant hurdle as employing such an individual can - unless you can justify yourself - pose a major risk to the interviewer.

Are you desperate and prepared to take any job going whether you are really interested in it or not?

Are you going to be disappointed with the role and move on quickly?

Are you going to cause problems in the hierarchy?

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