



A-PLAYER
S E A R C H

Questions you cannot ask during the interview



QUESTIONS YOU CANNOT ASK FROM CANDIDATES

When hiring, there are some questions you cannot ask without fear of legal liability. Here are the areas where you must either not ask the question or observe great care. This is not a complete list. Our purpose is to alert you to aspects of the hiring process where care must be exercised.

Areas	You CANNOT ask
Age or date of birth	<ul style="list-style-type: none"> • <i>How soon do you plan to retire?</i> • <i>Can you work for younger manager?</i> • <i>Do you think you can keep up with the rest of the younger employees?</i>
The applicant's religion	<ul style="list-style-type: none"> • <i>Do you intend to take time off for your religious holiday?</i> • <i>Do you have any unusual religious practices that we should be aware of?</i> • <i>Do you think you can fit into our mostly (the religion) department?</i>
Marital status	<ul style="list-style-type: none"> • <i>Are you single or married?</i> • <i>What does your husband/ wife do for living?</i>
Intention to have children	<ul style="list-style-type: none"> • <i>Do you have children?</i> • <i>Do you intend to have children?</i> • <i>What child-care arrangement would you have to make if you took this job?</i>
Race, national origin, ethnicity and/ or ancestry	<ul style="list-style-type: none"> • <i>You have interesting family name. What kind of name is that?</i> • <i>Do you speak English at home?</i> • <i>Will you wear American clothes or your native dress to work?</i>
Gender and sexual orientation	<i>Another off-limits area</i>
Citizenship	<ul style="list-style-type: none"> • <i>Are you a U.S citizen?</i> • <i>Does your spouse is U.S citizen?</i>
Disability or handicap	<ul style="list-style-type: none"> • <i>Are you taking any medication?</i> • <i>Do you have frequent doctor appointments?</i> • <i>Have you even been hospitalized or received workers' compensation?</i>

WHO IS A-PLAYER SEARCH?

We are leaders in finding, securing and retaining A-Player leaders and managers for your business. At three times the industry average, our guarantee reflects our rigor and competence at finding you the best talent for your business.

We approach the search for talent completely different – our view is yours – we are geared toward providing you with exquisite support and results to your search requirements. At A-Player Search our consultants are experienced business professionals who understand the needs of hiring managers.

OUR ETHICS

We follow strict ethical guidelines in our executive search practice. Our policy meets and exceeds the National Association of Personnel Consultants Standards of Ethical Practices. Our reputation and integrity are both key differentiators and the source of future business. We guard them both ardently.

RELATIONS WITH CANDIDATES

- We do not employ researchers who use any form of ruse as a technique to obtain prospective candidates' names.
- Applicants shall be referred to employers for interviews only on job openings for which at least verbal authority has been given by both the employer and the candidate
- Representations made to applicants about the duties, probable length of the employment, hours and salary of prospective positions shall be in conformance with the best knowledge of the personnel consultant.
- Precaution shall be taken against referring any applicant to employers who are known to engage in illegal, immoral, or any questionable business practices.
- Information about an applicant will be used only for the purpose of finding employment for that applicant. Confidential information shall be treated accordingly